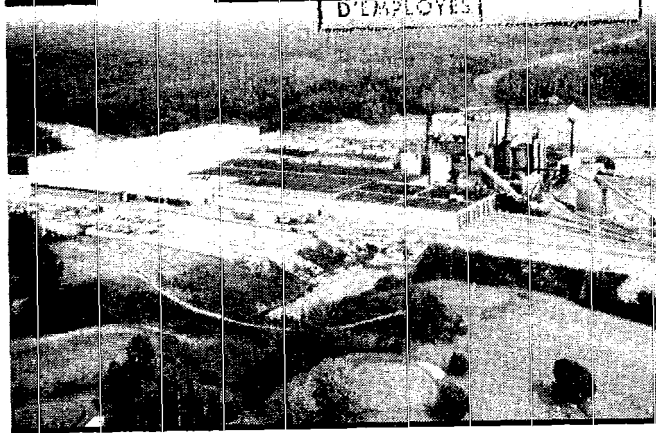


# COLLECTIVE AGREEMENT

SOURCE	C.C.		
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PERM.	04	30	
NOMBRE D'EMPLOYES	530		



between  
**ABITIBI-PRICE INC.**  
**Iroquois Falls Division**  
and  
**COMMUNICATIONS, ENERGY  
& PAPERMAKERS' UNION**  
**C.L.C. - LOCAL NO. 90**

May 1st 1993 - April 30th, 1998

JUL 26 1994

0123404

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MASTER AGREEMENT

between

ABITIBI-PRICE INC

and the

COMMUNICATIONS, ENERGY AND  
PAPERWORKERS' UNION

at

FORT WILLIAM DIVISION  
IROQUOIS FALLS DIVISION  
GRAND FALLS DIVISION  
STEPHENVILLE DIVISION  
CHANDLER MILL

MAY 1, 1993 - APRIL 30, 1998

Iroquois Falls, Local 90

## MI PARTIES

MI .01 The master portion of this Agreement is between the following member companies of the Abitibi-Price group, the Communications, Energy and Paperworkers' Union and the following Locals of the Communication, Energy and Paperworkers' Union:

Abitibi-Price Inc. (Iroquois Falls Division)  
and Locals 90 and 109  
Abitibi-Price Inc. (Fort William Division)  
and Local 132  
Abitibi-Price Inc. (Grand Falls Division) and  
Locals 63, 88, 161, 59 and 158  
Abitibi-Price Inc. (Stephenville Division)  
and Local 1093  
La Compagnie Gaspesia Ltee (Chandler)  
and Locals 455, 858 and 162

MI .02 In this "master" section of the collective agreement, each employer is referred to as "the Company" and each Local Union is referred to as "the Union".

**M2 PURPOSE**

M2.01 (a) The general purpose of this agreement is to establish mutually satisfactory relations between the company and its employees, to provide machinery for the prompt and equitable disposition of grievances, to establish and maintain satisfactory working conditions, hours and wages for the employees who are subject to the provisions of the agreement.

(b) The mutual interest of employer and employee is recognized by this Agreement for the operation of the entire Plant under methods that will promote to the fullest extent, safety to the employee, economy of operation, quality and quantity of output, cleanliness of plant and protection of property; and it is recognized by this Agreement to be the duty of the parties to this agreement and of all employees to co-operate fully, individually and collectively for the advancement of these conditions.

**M32 JOINT HEALTH AND SAFETY CONFERENCE**

M32.01 During the term of the 1993-98 collective agreement, a joint Abitibi-Price/Communications, Energy and Paperworkers' Union Safety Conference will be held annually, This conference will be held in October or November with the date and location being subject to mutual agreement.

M32.02 The purpose of the conference will be to develop and support joint participation in the Health and Safety Program in all of the mills involved.

4 000 34

**M32.03** a) Two delegates from each local union, one of whom is a member of the Mill Joint Health Safety Committee, may attend the conference. These delegates will be removed from their assigned work schedule for that week and will be compensated for five (5) days according to their regular schedule up to a maximum of 48 hours with a minimum of 40 hours at their regular straight time: 2 days to attend the conference, 1 day to prepare and 2 days to travel to and from the conference. The Company will compensate delegates for transportation expenses and will contribute \$75.00 per day for incurred living expenses.

b) In the event that there is a mill shutdown during the week in which the safety conference occurs, delegates attending the conference from the mill will be compensated in accordance with the above, using a schedule of work which would have applied had the mill been operating.

**M32.04** Conference planning and the agenda will be the responsibility of a joint committee selected by Abitibi-Price and the Communications, Energy and Paperworkers' Union. Appendix "C" of the Union's submission during the 1987 negotiations will be reviewed by this joint committee and appropriate sections will be added to the agenda for discussion at the 1987 conference.

**M32.05** The agenda will be confined to those policy matters affecting the health and safety of employees at the respective mills. Agenda items must be submitted by the mill joint committee representatives to both the Abitibi-Price Divisional Human Resources Departments and the C.E.P. National Office, not later than August 1st each year.



M38 J.C.P.

16-1

**M38.01** It is agreed that all jobs under the jurisdiction of the Communications, Energy and Paperworkers' Union, except jobs in the mechanical trades and related occupations, and/or jobs properly covered by the Papermakers' Wage Scale, clerical jobs and supervisory jobs, will be classified using the Pulp and Paper Manufacturers' ~~Job Classification Plan~~, Explanatory Booklet dated June 1, 1974, as amended.

**M38.02 IMPLEMENTATION**

(a) The Job Classification Plan is the basis for determining the job class applicable to any existing jobs, any newly created jobs or any jobs which have changed.

(b) The Wage Rate Structure established for the various job classifications is set forth in the "Schedule of **Wage Rates**", which forms part of this Agreement.

(c) (i) In the event that new jobs are created or significant changes occur in existing jobs, the employee or employer may request through the Mill Committee, the preparation of a new job description for submission to the Joint Classification Committee for evaluation,

(ii) The Joint Classification Committee will evaluate the job and inform the Mill Committee of the applicable job class.

(iii) In the event that agreement on the evaluation cannot be reached by the Joint Classification Committee, the question shall be referred for final resolution to the Senior Committee.

(iv) The incumbent of a job will receive the rate applicable to the job class, determined as outlined above. An upward rate adjustment, if applicable, will be effective from the date the new job was created or the date that a revised job description was requested pursuant to c(i). Where an evaluation or re-evaluation results in a rate lower than that in effect previously, the higher rate will be maintained as a 'red circle' rate. Such red circle rates will be applicable only to those incumbents classified and holding (or employees who have worked within the last 12 months as relief in) the position evaluated or re-evaluated prior to receipt of the Joint Classification Committee's notification of the lower classification. Such 'red circle' rates will disappear through attrition, promotion or adjustment to the J.C.P. wage scale. General wage increases, however, will continue to apply to such red circle rates.

(d) The Job Classification Plan will be implemented and upward adjustment will be effective on:

(i) May 1, 1980 for the Thunder Bay, Fort William, Iroquois Falls, ~~Beaupre~~ and Chandler Division;

(ii) As soon as practical for Kenogami and Stephenville Divisions;

(iii) June 1, 1977 for the Grand Falls Division; (in the case of Grand Falls, the new job evaluation scale which forms part of this Appendix will become effective May 1, 1980.)

(iv) May 1, 1981 for Provincial Papers Division,

(v) At **Botwood** the Job Classification Plan will be implemented during the term of the 1980-1982 collective agreement.

24-9

(e) Upon initial implementation of the Job Classification Plan where the evaluation resulted in a rate lower than that in effect prior to the dates applicable in (d) above, the rate will be maintained as a "red circle" rate and will be applicable only to the incumbent on that date and employees who were used as replacements during the twelve month period prior to the date of implementation of the Plan at each location, Employees hired, transferred, or posted to another department after the dates referred to in (d) above will receive the class rate of the occupation they are hired for, transferred to, or accept through job posting. Red circles will disappear with attrition and promotion.

(f) General increases will apply to all occupations.

(g) Adjustments to the scale will not apply to employees whose rates are red-circled except in the case where the difference between the "red-circled" rate and the "class" rate is less than the total adjustment. In such a case, the difference will be applied and the "red circle" will be discontinued.

50/2-1

(h) Incentive rates presently allowed to the employees of the Steam Plant will continue to apply.

(i) The Mill Committee will meet as required.

(j) The Joint Classification Committee will meet as required.

(k) As a condition of continued participation in the plan by the **Abitibi-Price** Inc. Group companies, and in consideration of the Companies' agreement to adhere to the general principles of the Job Classification Plan, the Union agrees that it will not cause or be party to the modification of any essential element of a Job Classification Plan in any other pulp and paper company in the Eastern Canadian industry to which the Union is a party, unless such modification is agreed to by all participating companies.

(l) On the principle that, in implementing the Job Classification Plan, no employee will receive less favourable treatment on any job than he did at any time prior to April 30, 1980, the following will apply:

(i) If movement occurs downwards through lines of progression because of curtailment, individuals affected will revert to the rates they formerly enjoyed on the lower jobs to which they are transferred or the evaluated rate for the job at that particular time, whichever is the higher.

(ii) Conversely, in the case of reverting to a higher level of operation, when individuals move back up through their lines of progression they will be paid the rates they formerly enjoyed on the higher jobs to which they are transferred, or the evaluated rate for the job at that particular time, whichever is the higher.

M39 WAGESCHEDULE

50171

JOB CLASSIFICATION PLAN SCALE

<u>Class</u>	<u>May 1 1993</u>	<u>May 1 1994</u>	<u>May 1 1995</u>
	<del>18,050</del>	<del>18,230</del>	<del>18,505</del> <i>Base</i>
2	18,245	18,425	18,705
3	18,480	18,665	18,945
4	18,685	18,870	19,155
5	18,920	19,110	19,395
6	19,150	19,340	19,630
7	19,400	19,595	19,890
8	19,640	19,835	20,135
9	19,845	20,045	20,345
10	20,145	20,345	20,650
11	20,435	20,640	20,950
12	20,685	20,890	21,205
13	20,965	21,175	21,495
14	21,250	21,465	21,785
15	21,525	21,740	22,065
16	21,870	22,090	22,420
17	22,175	22,395	22,730
18	22,485	22,710	23,050
19	22,830	23,060	23,405
20	23,145	23,375	23,725

21	23,490	23,725	24,080
22	23,795	24,035	24,395
23	24,125	24,365	24,730
24	24,465	24,710	25,080
25	24,795	25,045	25,420
26	25,105	25,355	25,735
27	25,455	25,710	26,095
28	25,770	26,030	26,420
29	26,095	26,355	26,750
30	26,430	26,695	27,095
31	26,735	27,000	27,405







Widths

Widths of machines are definitely established. Starting with 100 inches and up to, but not including, 110 inches is a group unit called Class 1. Starting with 110 inches and up to, but not including, 120 inches is a group unit called Class 2. This same rule applies all the way down the width differential line.

Speeds

Starting with 400 feet and up to, but not including, 450 feet is a group unit called Class 1. Starting with 450 feet and up to, but not including, 500 feet is a group unit called Class 2. In the speed line the classifications of machines will advance if speed of machine is increased sufficiently to put them over the 50 foot differential line into higher classes. A 100-inch machine is established as the minimum width for all machines less than 100 inches in width. Fourdrinier widths shall be determined by face width of breast roll.

## M42 LOCAL ISSUES

## M42.01

- (a) The parties agree that local issues, which may arise at Divisions during the term of the collective agreement should be identified and discussed at the appropriate Division prior to commencement of joint bargaining. Accordingly it is agreed that the Union will submit to local management a complete listing of local issues no later than January 30<sup>th</sup> of the final year of the agreement. It is understood that only those local issues which arise from situations occurring after January 30<sup>th</sup> may be subsequently raised as local issues prior to the commencement of negotiations.
- (b) Management agrees to meet, discuss and attempt to resolve these items no later than March 1<sup>st</sup> in the final year of the agreement.
- (c) It is understood that:
- (i) Items that may or may not have monetary impact (such as improvements in working conditions) but which are unique to the location in which they are presented, and which would not apply directly to an operation in another location, are local issues.
  - (ii) Items which involve any change to collective agreement language are not local issues.

ABITIBI-PRICE INC.  
PAPERMAKERS' WAGE SCHEDULE

May 1, 1993

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
20	23.41	22.23	20.79	19.54	19.18	18.84
21	23.54	22.36	20.88	19.77	19.23	18.84
22	23.61	22.47	20.91	19.83	19.31	18.84
23	23.72	22.61	21.05	19.84	19.35	18.87
24	23.94	22.71	21.11	19.89	19.36	18.87
25	24.00	22.85	21.19	19.91	19.43	18.87
26	24.13	23.07	21.25	19.92	19.45	18.88
27	24.29	23.14	21.36	19.99	19.50	18.88
28	24.39	23.27	21.44	20.06	19.51	18.93
29	24.51	23.40	21.53	20.07	19.54	18.93
30	24.72	23.46	21.63	20.08	19.56	18.93
31	24.85	23.57	21.76	20.09	19.61	18.96
32	25.01	23.71	21.82	20.10	19.62	18.96
33	25.07	23.80	21.86	20.11	19.64	18.96
34	25.21	23.97	21.91	20.13	19.67	18.97
35	25.26	24.06	21.99	20.18	19.68	18.97
36	25.38	24.19	22.07	20.21	19.72	18.97
37	25.45	24.24	22.18	20.27	19.77	18.99
38	25.53	24.32	22.22	20.31	19.78	18.99
39	25.68	24.39	22.25	20.32	19.81	18.99
40	25.77	24.51	22.29	20.38	19.84	18.99
41	25.84	24.56	22.36	20.39	19.86	19.02
42	25.92	24.72	22.46	20.48	19.89	19.02
43	26.04	24.82	22.48	20.49	19.91	19.02
44	26.12	24.91	22.59	20.56	19.92	19.02
45	26.22	25.01	22.62	20.64	20.06	19.08
46	26.32	25.13	22.67	20.69	20.07	19.08
47	26.42	25.21	22.71	20.78	20.08	19.08
48	26.50	25.26	22.86	20.79	20.09	19.16
49	26.62	25.38	23.00	20.80	20.10	19.18
50	26.68	25.48	23.05	20.83	20.11	19.19
51	26.73	25.53	23.07	20.88	20.18	19.23
52	26.89	25.62	23.12	20.90	20.21	19.26
53	26.93	25.71	23.15	20.96	20.27	19.27
54	26.99	25.78	23.21	21.04	20.29	19.29
55	27.09	25.86	23.39	21.05	20.31	19.35
56	27.21	25.94	23.41	21.06	20.32	19.36
57	27.30	26.11	23.46	21.11	20.36	19.40
58	27.38	26.16	23.54	21.12	20.37	19.43
59	27.48	26.23	23.59	21.16	20.38	19.45
60	27.57	26.38	23.66	21.19	20.39	19.48

ABITIBI-PRICE INC.  
PAPERMAKERS' WAGE SCHEDULE

May 1, 1993

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
61	27.66	26.48	23.79	21.22	20.47	19.50
62	27.74	26.62	23.93	21.25	20.49	19.51
63	27.83	26.68	23.95	21.36	20.60	19.54
64	27.87	26.75	23.97	21.37	20.61	19.56
65	27.97	26.89	24.00	21.40	20.64	19.57
66	28.13	26.93	24.13	21.41	20.69	19.62
67	28.22	27.03	24.24	21.44	20.76	19.64
68	28.32	27.15	24.29	21.47	20.78	19.67
69	28.39	27.26	24.33	21.51	20.79	19.68
70	28.53	27.34	24.39	21.54	20.80	19.72
71	28.64	27.41	24.51	21.63	20.86	19.77
72	28.79	27.57	24.64	21.67	20.90	19.78
73	28.92	27.68	24.68	21.80	20.96	19.81
74	29.09	27.80	24.78	21.85	21.05	19.83
75	29.18	27.85	24.85	21.91	21.11	19.84
76	29.38	28.00	25.00	21.99	21.16	19.86
77	29.49	28.14	25.05	22.07	21.22	19.89
78	29.67	28.25	25.16	22.10	21.27	19.91
79	29.79	28.39	25.24	22.22	21.36	19.92
80	29.97	28.53	25.28	22.25	21.40	19.98
81	30.07	28.58	25.41	22.39	21.50	20.03
82	30.22	28.71	25.48	22.44	21.52	20.05
83	30.38	28.81	25.53	22.49	21.56	20.07
84	30.44	28.93	25.66	22.55	21.67	20.09
85	30.68	29.07	25.76	22.66	21.70	20.10
86	30.78	29.15	25.83	22.71	21.79	20.11
87	30.95	29.34	25.91	22.82	21.84	20.17
88	31.08	29.40	25.98	22.85	21.89	20.18
89	31.26	29.47	26.10	22.98	21.93	20.21
90	31.38	29.68	26.13	23.01	21.99	20.23
91	31.53	29.79	26.26	23.07	22.07	20.26
92	31.69	29.82	26.35	23.12	22.09	20.29
93	31.82	29.99	26.47	23.24	22.18	20.32
94	31.93	30.09	26.52	23.27	22.19	20.36
95	32.04	30.22	26.62	23.35	22.22	20.37
96	32.14	30.28	26.68	23.41	22.25	20.38
97	32.25	30.37	26.75	23.44	22.29	20.39
98	32.36	30.44	26.84	23.52	22.33	20.41
99	32.46	30.55	26.89	23.55	22.36	20.42
100	32.57	30.63	26.96	23.61	22.41	20.47

ABITIBI-PRICE INC.  
 PAPERMAKERS' WAGE SCHEDULE  
 May 1, 1994

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
20	23.64	22.45	21.00	19.74	19.37	19.03
21	23.78	22.58	21.09	19.97	19.42	19.03
22	23.85	22.69	21.12	20.03	19.50	19.03
23	23.96	22.84	21.26	20.04	19.54	19.06
24	24.18	22.94	21.32	20.09	19.55	19.06
25	24.24	23.08	21.40	20.11	19.62	19.06
26	24.37	23.30	21.46	20.12	19.64	19.07
27	24.53	23.37	21.57	20.19	19.70	19.07
28	24.63	23.50	21.65	20.26	19.71	19.12
29	24.76	23.63	21.75	20.27	19.74	19.12
30	24.97	23.69	21.85	20.28	19.76	19.12
31	25.10	23.81	21.98	20.29	19.81	19.15
32	25.26	23.95	22.04	20.30	19.82	19.15
33	25.32	24.04	22.08	20.31	19.84	19.15
34	25.46	24.21	22.13	20.33	19.87	19.16
35	25.51	24.30	22.21	20.38	19.88	19.16
36	25.63	24.43	22.29	20.41	19.92	19.16
37	25.70	24.48	22.40	20.47	19.97	19.18
38	25.79	24.56	22.44	20.51	19.98	19.18
39	25.94	24.63	22.47	20.52	20.01	19.18
40	26.03	24.76	22.51	20.58	20.04	19.18
41	26.10	24.81	22.58	20.59	20.06	19.21
42	26.18	24.97	22.68	20.68	20.09	19.21
43	26.30	25.07	22.70	20.69	20.11	19.21
44	26.38	25.16	22.82	20.77	20.12	19.21
45	26.48	25.26	22.85	20.85	20.26	19.27
46	26.58	25.38	22.90	20.90	20.27	19.27
47	26.68	25.46	22.94	20.99	20.28	19.27
48	26.77	25.51	23.09	21.00	20.29	19.35
49	26.89	25.63	23.23	21.01	20.30	19.37
50	26.95	25.73	23.28	21.04	20.31	19.38
51	27.00	25.79	23.30	21.09	20.38	19.42
52	27.16	25.88	23.35	21.11	20.41	19.45
53	27.20	25.97	23.38	21.17	20.47	19.46
54	27.26	26.04	23.44	21.25	20.49	19.48
55	27.36	26.12	23.62	21.26	20.51	19.54
56	27.48	26.20	23.64	21.27	20.52	19.55
57	27.57	26.37	23.69	21.32	20.56	19.59
58	27.65	26.42	23.78	21.33	20.57	19.62
59	27.75	26.49	23.83	21.37	20.58	19.64
60	27.85	26.64	23.90	21.40	20.59	19.67

ABITIBI-PRICE INC.  
 PAPERMAKERS' WAGE SCHEDULE  
 May 1, 1994

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
61	27.94	26.74	24.03	21.43	20.67	19.70
62	28.02	26.89	24.17	21.46	20.69	19.71
63	28.11	26.95	24.19	21.57	20.81	19.74
64	28.15	27.02	24.21	21.58	20.82	19.76
65	28.25	27.16	24.24	21.61	20.85	19.77
66	28.41	27.20	24.37	21.62	20.90	19.82
67	28.50	27.30	24.48	21.65	20.97	19.84
68	28.60	27.42	24.53	21.68	20.99	19.87
69	28.67	27.53	24.57	21.73	21.00	19.88
70	28.82	27.61	24.63	21.76	21.01	19.92
71	28.93	27.68	24.76	21.85	21.07	19.97
72	29.08	27.85	24.89	21.89	21.11	19.98
73	29.21	27.96	24.93	22.02	21.17	20.01
74	29.38	28.08	25.03	22.07	21.26	20.03
75	29.47	28.13	25.10	22.13	21.32	20.04
76	29.67	28.28	25.25	22.21	21.37	20.06
77	29.78	28.42	25.30	22.29	21.43	20.09
78	29.97	28.53	25.41	22.32	21.48	20.11
79	30.09	28.67	25.49	22.44	21.57	20.12
80	30.27	28.82	25.53	22.47	21.61	20.18
81	30.37	28.87	25.66	22.61	21.72	20.23
82	30.52	29.00	25.73	22.66	21.74	20.25
83	30.68	29.10	25.79	22.71	21.78	20.27
84	30.74	29.22	25.92	22.78	21.89	20.29
85	30.99	29.36	26.02	22.89	21.92	20.30
86	31.09	29.44	26.09	22.94	22.01	20.31
87	31.26	29.63	26.17	23.05	22.06	20.37
88	31.39	29.69	26.24	23.08	22.11	20.38
89	31.57	29.76	26.36	23.21	22.15	20.41
90	31.69	29.98	26.39	23.24	22.21	20.43
91	31.85	30.09	26.52	23.30	22.29	20.46
92	32.01	30.12	26.61	23.35	22.31	20.49
93	32.14	30.29	26.73	23.47	22.40	20.52
94	32.25	30.39	26.79	23.50	22.41	20.56
95	32.36	30.52	26.89	23.58	22.44	20.57
96	32.46	30.58	26.95	23.64	22.47	20.58
97	32.57	30.67	27.02	23.67	22.51	20.59
98	32.68	30.74	27.11	23.76	22.55	20.61
99	32.78	30.86	27.16	23.79	22.58	20.62
100	32.90	30.94	27.23	23.85	22.63	20.67

ABITIBI-PRICE INC.  
PAPERMAKERS' WAGE SCHEDULE

May 1, 1995

Class	Machine Tender	Back Tender	3rd Hand	4th Hand	5th Hand	6th Hand
20	23.99	22.79	21.32	20.04	19.46	19.32
21	24.14	22.92	21.41	20.27	19.71	19.32
22	24.21	23.03	21.44	20.33	19.75	19.32
23	24.32	23.18	21.58	20.34	19.83	19.35
24	24.54	23.28	21.64	20.39	19.84	19.35
25	24.60	23.43	21.72	20.41	19.91	19.35
26	24.74	23.65	21.78	20.42	19.93	19.36
27	24.90	23.72	21.89	20.49	20.00	19.36
28	25.00	23.85	21.97	20.56	20.01	19.41
29	25.13	23.98	22.08	20.57	20.04	19.41
30	25.34	24.05	22.18	20.58	20.06	19.41
31	25.48	24.17	22.31	20.59	20.11	19.44
32	25.64	24.31	22.37	20.60	20.12	19.44
33	25.70	24.40	22.41	20.61	20.14	19.44
34	25.84	24.57	22.46	20.63	20.17	19.45
35	25.89	24.66	22.54	20.69	20.18	19.45
36	26.01	24.80	22.62	20.72	20.22	19.45
37	26.09	24.85	22.74	20.78	20.27	19.47
38	26.18	24.93	22.78	20.82	20.28	19.47
39	26.33	25.00	22.81	20.83	20.31	19.47
40	26.42	25.13	22.85	20.89	20.34	19.47
41	26.49	25.18	22.92	20.90	20.36	19.50
42	26.57	25.34	23.02	20.99	20.39	19.50
43	26.69	25.45	23.04	21.00	20.41	19.50
44	26.78	25.54	23.16	21.08	20.42	19.50
45	26.88	25.64	23.19	21.16	20.56	19.56
46	26.98	25.76	23.24	21.21	20.57	19.56
47	27.08	25.84	23.29	21.30	20.58	19.56
48	27.17	25.89	23.44	21.32	20.59	19.64
49	27.29	26.01	23.58	21.33	20.60	19.66
50	27.35	26.12	23.63	21.36	20.61	19.67
51	27.41	26.18	23.65	21.41	20.69	19.71
52	27.57	26.27	23.70	21.43	20.72	19.74
53	27.61	26.36	23.73	21.49	20.78	19.75
54	27.67	26.43	23.79	21.57	20.80	19.77
55	27.77	26.51	23.97	21.58	20.82	19.83
56	27.89	26.59	23.99	21.59	20.83	19.84
57	27.98	26.77	24.05	21.64	20.87	19.88
58	28.06	26.82	24.14	21.65	20.88	19.91
59	28.17	26.89	24.19	21.69	20.89	19.93
60	28.27	27.04	24.26	21.72	20.90	19.97

ABITIBI-PRICE INC.  
PAPERMAKERS' WAGE SCHEDULE  
May 1, 1995

Class	Machine Tender	Back Tender	1rd Hand	4th Hand	5th Hand	6th Hand
61	28.36	27.14	24.39	21.75	20.98	20.00
62	28.44	27.29	24.53	21.78	21.00	20.01
63	28.53	27.35	24.55	21.89	21.12	20.04
64	28.57	27.43	24.57	21.90	21.13	20.06
65	28.67	27.57	24.60	21.93	21.16	20.07
66	28.84	27.61	24.74	21.94	21.21	20.12
67	28.93	27.71	24.85	21.97	21.28	20.14
68	29.03	27.83	24.90	22.01	21.30	20.17
69	29.10	27.94	24.94	22.06	21.32	20.18
70	29.25	28.02	25.00	22.09	21.33	20.22
71	29.36	28.10	25.13	22.18	21.39	20.27
72	29.52	28.27	25.26	22.22	21.43	20.28
73	29.65	28.38	25.30	22.35	21.49	20.31
74	29.82	28.50	25.41	22.40	21.58	20.33
75	29.91	28.55	25.48	22.46	21.64	20.34
76	30.12	28.70	25.63	22.54	21.69	20.36
77	30.23	28.85	25.68	22.62	21.75	20.39
78	30.42	28.96	25.79	22.65	21.80	20.41
79	30.54	29.10	25.87	22.78	21.89	20.42
80	30.72	29.25	25.91	22.81	21.93	20.48
81	30.83	29.30	26.04	22.95	22.05	20.53
82	30.98	29.44	26.12	23.00	22.07	20.55
83	31.14	29.54	26.18	23.05	22.11	20.57
84	31.20	29.66	26.31	23.12	22.22	20.59
85	31.45	29.80	26.41	23.23	22.25	20.60
86	31.56	29.88	26.48	23.28	22.34	20.61
87	31.73	30.07	26.56	23.40	22.39	20.68
88	31.86	30.14	26.63	23.43	22.44	20.69
89	32.04	30.21	26.76	23.56	22.48	20.72
90	32.17	30.43	26.79	23.59	22.54	20.74
91	32.33	30.54	26.92	23.65	22.62	20.77
92	32.49	30.57	27.01	23.70	22.64	20.80
93	32.62	30.74	27.13	23.82	22.74	20.83
94	32.73	30.85	27.19	23.85	22.75	20.87
95	32.85	30.98	27.29	23.93	22.78	20.88
96	32.95	31.04	27.35	23.99	22.81	20.89
97	33.06	31.13	27.43	24.03	22.85	20.90
98	33.17	31.20	27.52	24.12	22.89	20.92
99	33.27	31.32	27.57	24.15	22.92	20.93
100	33.39	31.40	27.64	24.21	22.97	20.98



**M43      JOB SECURITY**

The Company and the Union recognize that technological change, automation, changes in methods of process and reduction of the workforce have an impact on employees.

The Company is therefore prepared to make the following commitment. Immediately following a public announcement by the Company of its intentions to proceed with a major project or layoff (for reasons other than market conditions) affecting the employment status of permanent employees, the Company will meet with the Union involved to implement the following:

1. Special early retirement provisions,
2. Freeze on the hiring of permanent employees.
3. Retraining.
4. Transfers to other job vacancies.
5. Exercise of the bumping provisions of agreement.
6. Attrition (death, retirement, voluntary resignation, discharge for cause).

COLLECTIVE AGREEMENT

between

ABITIBI-PRICE INC.

IROQUOIS FALLS DIVISION

and

COMMUNICATIONS, ENERGY AND PAPERWORKERS'  
UNION

LOCAL No. 90

MAY 1st, 1993 - APRIL 30th, 1998

1. PARTIES

1.01 This Agreement is between **Abitibi-Price Inc.** referred to herein as the Company, and the Communication, Energy and Paperworkers' Union, C.L.C. and its Local **90**, referred to herein as the Union, covering the mill of the Company located at Iroquois Falls, Ontario

2. PURPOSE

See Master Agreement.

3. UNION RECOGNITION

3.01 **Abitibi-Price Inc.**, recognizes the Communication, Energy and Paperworkers' Union, as the exclusive bargaining agent for the employees under its jurisdiction at the Company's Iroquois Falls Division.

3.02 The Company recognizes the Union as the sole bargaining agent for all employees under their jurisdiction engaged in the operation, maintenance, repair and installation of electronic, hydraulic and metering equipment, Should any disagreement arise, it will be discussed with Management and the Union concerned.

4. UNION SECURITY

4.01 The Company when hiring new employees, shall give preference to members of the Unions.

4.02 All employees whose rates are fixed by this Agreement shall make application to become members of their respective local union within fifteen (15) days after

1 - 2

entering the Company's employ and shall be so instructed by their foreman and shall maintain membership in good standing, and shall upon hiring sign a Union deduction card for monthly dues at the Employee Relations Office for the respective Union concerned. The payroll deduction ~~authorization for monthly dues~~ will become effective fifteen (15) days after the employee starts to work. The amount of union dues deducted in each taxation year will be shown on employee's T-4 slips. 2 - /

4.03 In consideration of this deduction and forwarding service by the Company, the Union agrees to save the Company harmless against any claim or liability arising out of or resulting from the collection and forwarding of these dues. 8-2020

4.04 All new employees shall serve a probationary period of two hundred and forty (240) hours worked during which period the Union shall represent such employees in every capacity; however it is understood and agreed that the company may terminate a probationary employee in its discretion provided only that such discretion shall not be exercised in such a manner that is discriminatory or in bad faith.

## 5. JURISDICTION

5.01 No employee is to be required to become a member of more than one Union. Questions of jurisdiction shall conform to the regulations covering such matters as fixed by the Canadian Labour Congress and the Company will not be asked to act upon any matters of jurisdiction between Unions, However, when the respective organizations are unable to agree on the Union a man is required to join,

then the Company will specify the Union in which they will **recognize** him, and shall consider him a member of that Union until such time as the respective **organizations** agree.

**5.02** It is understood the Company will continue to **recognize** lines of demarcation of individual local jurisdictions that have been established over the years until notified in writing by the Local concerned there has been a change.

**6. CONTRACTING OUT**

**6.01** The Company will ~~not contract~~<sup>5-1</sup> out repair and maintenance work which is regularly performed by the repair crew for which the mill concerned is equipped, for which crews are available and which employees are capable of doing. The Company will advise the Unions of its intentions to contract out prior to the final agreement being reached with a contractor.

**7. INTERRUPTION OF WORK**

**7.01** No strikes or lockouts shall occur during the life of this agreement.

**7.02** Prior to a legal strike, or lookout, the parties shall meet to discuss procedures to ensure the essential services and complete security of the mill property and facilities. With implementation and continuance of the above, insurance benefits, excluding Weekly Indemnity and Long Term Disability Benefits, will be maintained subject to the employees or the Union paying the full cost of such coverage upon return to work. Weekly Indemnity and Long Term Disability Benefits being paid at the commencement of a

strike, supported by proper medical evidence when requested, will be continued.

8. PROMOTIONS & TRANSFERS

2 7/11/11  
 8.01 Whenever it becomes *necessary* to fill a regular, permanent position within a given line of progression, this will be accomplished by promoting employees belonging to that given line from one step to another until the bottom job in the line of progression is open,

2-26-1  
 8.02 If, for any reason, it is impossible to fill a job opening through advancement of an employee in a line of progression, and for all bottom jobs the Company ~~shall post on bulletin boards throughout the mill a notice~~ *& all post* concerning the job in the department affected. Such notice shall indicate the *qualifications* essential to promotion within the department. Such posting shall be for a period of ten (10) working days and the Company shall have the right to make temporary appointment without penalty. In all cases of promotions flowing from job postings, the Company will give consideration to seniority, ability and qualifications. When the last two factors are relatively equal, seniority will apply.

8.03 It is understood that an employee who has been selected to fill a posted position, will have the right to return to his former position without loss of seniority within ~~two~~ *two* hundred and forty (240) hours,

8.04 Job freezing will not be allowed in lines of progression except as mutually agreed by the Company and the Union.

2.6A-1

8.05 The Company will train employees to ~~minimize~~ the hiring of skilled men from outside the mill.

9. LAY-OFFS

2.7C-1

9.01 When laying off help Union men shall be retained in preference to those not members, among equally efficient employees, the older in point of service being given preference of employment (the same principles to govern as in the case of promotions).

2.7E-1

9.02 In cases of lay-offs, ~~plant wide seniority with~~ due regard to jurisdiction of each of the signatory unions shall apply. In making transfers under this rule it is understood and agreed that in moving between departments, the senior man must have the necessary qualifications to enter the department and shall have access only to the bottom job in the line of progression in the department to which he is being transferred. If the number of senior employees involved in a permanent lay-off exceeds the number of junior employees holding bottom jobs in the lines of progression, the Company, if requested by the Union, will locate other job openings in jobs held by junior employees above the bottom jobs so as to assure continued employment for senior employees: Training will be given if necessary to the senior employees.

9.03 When employees are laid off they shall be recalled in reverse order of their lay-off.

2.7D-1

10. SEVERANCE PAY

10.01 A permanent employee with at least one year's continuous service who is laid off due to job elimination by

Management decision for such causes as more efficient operation, change or elimination of a process, lack of orders, shall be paid **Severance Pay**., Severance Pay shall not be paid due to job-elimination for such causes as fire, flood, explosion, or 'Act of God'. Severance Pay shall be paid in accordance with the following:

- (a) Severance Pay shall be **one week's** pay for each year of an employee's last full period of **service** without interruption due to lack of work. Severance Pay will not be paid to employees who resign or are discharged. One-half of this severance pay is payable after the employee has been laid off due to job elimination for a period of six **(6)** weeks. The second half of the severance pay is payable after the employee has been laid off a total of three **(3)** months.
- (b) If recalled to work before the Severance Pay payment is payable, no such payment will be made. Any employee refusing a recall shall forfeit his right to Severance Pay.
- (c) If an employee is recalled after having received all of the Severance Pay due him, he will, as of the date of return, commence a new period of accumulation which will be credited toward any future lay-off.
- (d) If an employee is recalled after having received half of the Severance Pay due him, he will, upon return to work retain the right to the unpaid portion which will be added to any new accumulation of



Severance Pay,

11. TECHNOLOGICAL CHANGE <sup>2.2.4-1</sup>

11.01 The Company undertakes to advise and to discuss with the Union in advance as far as is possible (minimum three (3) months) of any technological changes which the Company has decided to introduce which will result in significant changes in the employment status of employees,

11.02 The Company agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of **minimizing** the adverse effect on employees displaced by such changes. Such measures as early **retirement, retraining and** transfers to other existing jobs will be considered. <sup>2.2.4-1</sup>

11.03 If a permanent employee with one year's continuous employment is set back to a lower paid job due to job elimination under conditions set forth above he shall retain the rate of the permanent payroll position for an initial period of six (6) months. For an additional period of ~~six (6)~~ <sup>2.2.4-1</sup> months an adjusted rate will be established midway between this rate and the rate for his new job for each work week. At the end of the twelve (12) month period the rate for the job to which he is assigned will apply. Seasonal or temporary employees are not covered by this clause.

11.04 A permanent employee with one year's continuous service who will be laid off due to job elimination under conditions set forth above will be given notice of the impending change in employment **status at** the earliest <sup>2.2.4-1</sup>

possible time in keeping with the notification of the Union as set forth in 11.01 above.

**12. PAPER MILL SCHEDULE**

**12.01** Operation of the paper mill shall not exceed six (6) days per week except that Sunday operation to recover lost production may be decided upon by agreement between the local union and local management.

**12.02** Normal operation shall be from 8:00 a.m. Monday to 8:00 a.m. Sunday and no employees shall be required to work on the paper machines between 8:00 a.m. Sunday and 8:00 a.m. Monday except for washing screens, oiling dryer boxes and repair work except as mutually agreed. Changing of wires and machine clothing on Sunday shall, however, be permitted as provided for in Article 18 of this Agreement.

**12.03** In order that the paper machines may produce paper as nearly as possible for 144 hours per week, it is hereby understood and agreed that the minimum necessary number of employees may be required to come on duty early on Monday to help prepare the machine to make paper at 8:00 a.m. This principle shall also apply for start-up after a Statutory Holiday, it being understood that no employee will be required to report for work more than three hours prior to the end of the statutory holiday shutdown period.

**13. PULP MILL SCHEDULE**

**13.01** Operation of pulp mills shall be a standard week of not more than six (6) days per week. When deemed necessary by the Company to provide stock to keep the

paper mill running six (6) days per week, or to provide experimental pulps for use in our mills, or to provide pulp for other divisions in order to maintain full production of machines in our mills, pulp mills shall operate on Sunday.

13.02 The Company will take effective measures to reduce hours required for maintenance and other work on Sundays and paid statutory holidays by improved planning and scheduling.

13.03 Except in unforeseen emergency conditions, when matters will be discussed with the Unions concerned, no production worker will be required to come in during a statutory holiday except for the early start-up. It is understood that no employee will be required to report to work more than three (3) hours prior to the end of the statutory holiday shutdown period to prepare for the start-up.

14. HOURS OF WORK 8:00-4:00

14.01 The regular hours of work for day workers shall be from 8:00 a.m. to 4:00 p.m., with one fifteen minute paid rest period in the morning and a thirty minute paid-lunch break.

14.02 Normal hours of employment for Day Workers shall not exceed forty (40) hours per week.

14.03 Day Workers shall be in their respective rooms (as mutually agreed upon between the Company and Union) to begin work at 8:00 a.m. Machinery shall be started promptly and not stopped until five minutes before 4:00 p.m. Day Workers sent out to do work outside their respective rooms will be allowed sufficient time to return to their respective

rooms and put away their tools and related equipment prior to five minutes before 4:00 p.m.

14.04 Schedule of hours for tour workers and hours when tours shall change shall be 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. except as mutually agreed.

14.05 Normal hours of employment for tour workers shall not exceed forty (40) hours per week.

14.06 All manual labour on paper machines, such as operating machines and putting on clothing, shall be done only by Papermakers, except in cases where mechanics, swipers, sweepers and labourers may lend assistance when necessary.

15. PREMIUM PAY - DAY WORKERS

15.01 Time and one-half shall be paid for all hours worked between 8:00 a.m. Sunday and 8:00 a.m. Monday. Work done in excess of ~~eight (8) hours~~ on Sunday will be paid for at the rate of double time.

15.02 Work done in excess of eight (8) hours in any weekday shall be paid for at the rate of time and one-half.

15.03 A Day Worker who, on the completion of a shift, is called in during the hours from 4:00 p.m. to 7:00 a.m., shall be guaranteed a minimum of four (4) hours pay and shall perform only that emergency work that required the call-in. If upon completion of the emergency work that necessitated the call-in, the employee is required by the Company to

perform any subsequent additional work, it shall be treated as an added call-in. The employee shall clock out and clock back in between such call-ins. When a Day Worker is called in on a breakdown before 7:00 a.m. and continues to work on that breakdown after his normal starting time, the time and **one-half** rate will apply to the completion of the job. If called in between 7:00 a.m. and 8:00 a.m., he shall receive time and **one-half** for the period worked.

15.04 A Day Worker called in ~~on~~ on his designated day off shall receive time and one-half for the hours worked with a minimum of four (4) hours' ~~pay~~ for each call.

15.05 On emergency call-ins men will be contacted by their supervisory personnel, if available, or other designated supervisory personnel.

15.06 A Day Worker who reports for duty at the beginning of his normal day and finds his work schedule has been changed and if he has not been contacted previously by telephone or messenger, shall receive two (2) hours' pay and will be allowed to return home. 46-02

15.07 Overtime shall not be pyramided nor shall more than one basis of calculating overtime be used to cover the same hours.

15.08 The present practice regarding travelling time will be continued.

16. PREMIUM PAY - TOUR WORKERS

16.01 Time and one-half shall be paid for all hours

worked between 8:00 a.m. Sunday and 8:00 a.m. Monday. Work done in excess of eight (8) hours on Sunday will be paid for at the rate of double time. ✓

16.02 Tour workers shall be paid at the rate of time and one-half for all work performed beyond their regular daily hours of work with the following exceptions:

- (a) When such work is caused by the change of shifts.
- (b) Overtime work by special arrangement between a tour worker and his mate to exchange shifts with the approval of his supervisor and when this can be accomplished without additional cost or penalty to the Company.
- (c) When required to replace an employee for tardiness up to two (2) hours.

16.03 Employees who fail to report for work or who in any way penalize their mates or the Company under this overtime arrangement will be subject to the applicable mill rules. Disciplinary action under these rules and regulations shall be subject to grievance procedure.

16.04 Except as noted above tour workers called on duty after regular working hours or prior to the commencement of a regular shift (except when reporting early as scheduled for start-up), or on their scheduled days off shall receive time and one-half for all overtime work and in no case shall they receive less than four (4) hours pay at regular rates for the work performed on each call. The above will apply to the Occupational Health and Safety Committee members if called

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in by the Company to investigate accidents or unsafe working conditions.

16.05 Overtime shall not be pyramided nor shall more than one basis of calculating overtime be used to cover the same hours.

16.06 A Tour Worker who reports for duty at the beginning of his normal shift or tour and finds his work schedule has been changed and if he has not been contacted previously by telephone or messenger, shall receive two (2) hours' pay and will be allowed to return home.

17. HEIGHT PAY

520-1

17.01 Height Pay will be paid at the rate of time and one-half for work performed in areas forty (40) feet or over above a solid floor. For work on Sundays, Statutory Holidays, designated days off, and after eight hours in any one day, the employee shall receive a further premium of 50% of his regular rate.

18. WIRE PAY

18.01 The Unions undertake (provided the mill is operating on a schedule of twenty-four (24) hours per day, six (6) days per week) to make changes of wires and clothing on Sundays when requested to do so, and to cooperate in every reasonable way to increase production.

18.02 All workers engaged in putting on wires at a time other than their regular shifts are to receive six (6) hours pay or time and one-half whichever is greater. If workers

commence to put on a wire before their shift or day begins or continue such work after their tour or day ends, they shall receive six (6) hours pay or time and one-half whichever is greater. Men putting on wires on their regular shift shall not receive such extra pay. The Company will start a wire change when sufficient number of the crew is available.

**18.03** When for maintenance reasons or reconditioning for reuse, a wire is removed and re-installed on the wire string equipment or repacked in its transporting container, the crew involved in this work will receive the same Wire Time as now paid for installing a wire.

**19. DAYS OFF**

**19.01** Work schedules will be posted by 3:00 p.m. Thursday for all workers. However the Company reserves the right to revise these schedules when necessary up to 3:00 p.m. on the Friday previous to the work week. Such schedules shall show the day or days off for each man in the crew.

**19.02** When an employee wishes to change his scheduled or designated days off, he will notify his supervisor at least twenty-four (24) hours in advance and if such a change is mutually agreed upon by the employee and his supervisor, then the employee will work at straight time rates on the day or days originally scheduled as his scheduled or recognized days. On the other hand, if he is required to work on the alternate days mutually agreed upon as his days off, he shall be paid at the overtime rate.



**19.03** In the event of a major breakdown an employee may be required to work on his scheduled or designated day or days off for which he will be paid at straight time rates provided he has been given at least twenty-four (24) hours advance notice and granted another day or days off as mutually agreed upon for which he will be paid at the overtime rate if required to work on these days.

**19.04** Any worker called in on Sunday who works eight (8) hours or more and was not scheduled to work on that day, shall not have to take a designated day off during the week, and shall work on his 5<sup>th</sup> scheduled working day at time and ~~one-half~~ if he so desires.

**19.05** When a Statutory Holiday falls on an employee's scheduled day off, It will not be necessary for the employee to take another day off in addition to the Statutory Holiday, unless he prefers to do so, in which case the day off in lieu will be scheduled at a mutually acceptable time.

**19.06** When a statutory holiday falls into a given week, a mechanic who worked the previous Sunday, shall consider the statutory holiday as his day off and will not be required to take an additional day off in lieu of Sunday, unless, of course, he prefers to do so.

**19.07** Where shift men work on a Sunday preceding a Statutory Holiday and where a swing man is provided, the regular man will continue to take his designated day off and will be replaced by the swing man.

20. REST PAY

20.01 A day worker working in excess of sixteen (16) hours, lunch time included, in any twenty-four (24) hour period, provided he is scheduled to work the following day, shall receive time off with pay to the extent that such work exceeds sixteen (16) hours. This will not apply to excessive hours worked as a result of an arrangement between employees.

20.02 Any day worker called in who works two (2) hours or more after midnight, shall receive time off (at straight time) equal to the time worked between midnight and 8:00 a.m. provided he is scheduled to work at 8:00 a.m. the following day and reports at the deferred starting time.

20.03 On a Sunday such rest pay shall be paid at one and one-half times an employee's regular rate provided the employee is scheduled to work that day.

21. STATUTORY HOLIDAYS

21.01 (a) The parties agree that on dates to be determined locally one shutdown and startup per year will be eliminated by moving one statutory holiday shutdown to combine it with another existing statutory holiday.

21.01 (b) Holidays are as follows:

CANADA DAY	- 24 hours - from 8:00 a.m. of the day of the holiday to 8:00 a.m. of the day following the holiday.
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LABOUR DAY - 24 hours - from 8:00 a.m. Monday to 8:00 a.m. Tuesday.

CHRISTMAS - 48 hours shutdown from 8:00 a.m. of the day preceding the holiday to 8:00 a.m. of the day following the holiday.

NEW YEAR'S DAY - 24 hours shutdown The hours of shutdown will be determined locally each year prior to October 15th. Failure to agree will result in the Company applying section 21.02 and notifying the union by October 31st of each year.

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(1/1/2010)

21.02 For each of three (3) Statutory Holidays, namely New Year's Day, Canada Day and Labour Day, eight (8) hours' pay will be allowed to hourly paid workers when they do not work. For the Christmas shutdown, sixteen (16) hours' pay will be allowed to hourly paid workers when they do not work.

21.03 Employees who work on a Statutory Holiday shall be )1) paid at the rate of time and one-half, (2) granted a day off with pay at a later date, and (3) paid double time for any time worked in excess of eight (8) hours on the Statutory Holiday.

21.04 With the exception of the hours from 4:00 p.m. December 24 to 8:00 a.m. December 26 of the Christmas statutory holiday shutdown, the Company will have the option

of scheduling repair and maintenance or project work during statutory holiday periods subject to the following conditions:

1. The Union will be informed in advance of the work to be accomplished during statutory holiday hours.
2. The Company will call for volunteers to provide the necessary complement of skills required for the planned jobs.
3. If sufficient tradesmen are not available on a voluntary basis the Company will meet with the local union involved in an attempt to resolve the problem. Failing mutual agreement the Company will have the right to schedule the additional employees required in the reverse order of seniority.
4. Pay for tradesmen working on statutory holiday time when the mill is not producing end product the current provisions of the agreement will apply.

21.05 Holiday pay shall be calculated at eight (8) times the regular hourly rate paid on the day worked prior to the holiday or the rate of his permanent payroll position, whichever is greater.

21.06 To be eligible for such paid holidays an employee must:

- (a) have been in the employ of the Company for a minimum of thirty (30) days. Such thirty (30) days may be accumulated within the immediately

preceding twelve months provided there is no break in service. A break in service for this purpose shall be defined as:

- 1) voluntary separation
- 2) **disciarge** for cause
- 3) a lay-off of more than four **(4)** months' duration (time before and after a lesser lay-off may be counted)

- (b) have been at work on the work day preceding the holiday and must return to work as scheduled immediately following the holiday, unless excused as indicated below.

21.07 Employees will be relieved from the provision of paragraph 21.06(b) under the following conditions:

- (a) If away on vacation.
- (b) If laid up by accident or illness. Any employee if absent due to illness or accident must have been at work at some time within the ninety **(90)** day period previous to the holiday.
- (c) If work is not available due to curtailed operation of the plant.
- (d) If he has applied for and received special official leave.
- (e) If rehired within thirty **(30)** days of date of termination, employees will be paid for

statutory holidays falling within that thirty (30) day period.

**21.08** Employees whose annual vacation period includes one of these holidays shall be entitled to an extra day with pay as may be arranged.

**21.09** END PRODUCT PRODUCTION

- (a) The Union **recognizes** that conditions affecting particular mill operations from time to time may require the uninterrupted production of end product in order to take advantage of market opportunities as and when they occur. It is understood and agreed that on the occasion of two statutory holidays per year the company will have the option of proposing continued operations to the union locals involved, through the statutory holiday shutdown period. This provision excludes the Christmas shutdown. Such continued operation will be subject to agreement by the **local** unions involved.
- (b) When production is maintained during a statutory holiday, work crews will be kept to a minimum.
- (c) The weekly work schedule will be respected when the mill operates on a statutory holiday.
- (d) The pay provisions for employees who work on a statutory holiday runthrough are as follows:

- (1) Employees who work on a statutory holiday will receive statutory holiday pay in accordance with the collective agreement,
  - (2) In addition to (a) above, employees who work will be paid at the rate of double time.
  - (3) For each hour worked the employees will receive an additional payment of one (1) hour at the rate paid for the job performed
  - (4) An employee who works a complete shift during the twenty-four (24) hours of a statutory holiday can take a compensatory holiday without pay before the following month of May at a date approved by the employee's supervisor.
- (e) Employees who do not work on a statutory holiday will be paid in accordance with the provisions of the collective agreement.
- (f) During total mill shutdowns for a statutory holiday, mill shutdown and start-up procedures take place during total shutdown hours.
- (g) This agreement does not apply to employees who must perform regular work during statutory holidays when the mill is not in operation.

**22. FLOATING HOLIDAYS** 

**22.01** Six (6) days holidays with pay shall be allowed at a time suitable to the employee and the Company so that there will be no loss of production.

**22.02** The wages will not be paid under this Agreement unless the employee actually takes the time off.

**22.03** Holiday Pay shall be calculated at eight (8) times the regular hourly rate paid on the last day worked prior to the holiday or the rate of his permanent payroll position whichever is greater.

**22.04** To be eligible an employee must have been in the employ of the Company for six (6) months or more. Temporary workers may accumulate this six (6) months ~~service~~ by adding broken time within the immediate preceding twelve months.

**22.05** To be eligible for such paid holidays, an employee must have been at work on the day preceding the holiday and must return to work as scheduled immediately following the holiday, unless excused as indicated below.

**22.06** Employees will be relieved from provision of paragraph **22.05** under the following conditions:

- (a) If away on vacation or a Statutory Holiday.
- (b) If laid up by accident or illness, Any employee if absent due to illness or accident must have been at work some time within the ninety (90) day period



previous to the holiday.

- (c) If work not available due to curtailed operations at the plant.
- (d) If he has applied for and received special official leave.

22.07 If a man is required to work on any one of his holidays after definite dates have been designated, he shall be paid time and one-half.

22.08 If after the Company has arranged to provide a relief man, these arrangements break down due to the absence of one of the three (3) men scheduled to work, straight time will be paid except when the absence is due to a bona fide sickness.

23. VACATIONS WITH PAY

23.01 All employees on permanent payroll positions shall be entitled to two weeks vacation with pay following the completion of one (1) year of continuous service.

23.02 Employees with four (4) years or more of continuous service shall be entitled to three (3) weeks vacation with pay in each calendar year.

23.03 Employees with nine (9) years or more of continuous service shall be entitled to four (4) weeks vacation with pay in each calendar year.

23.04 Employees with twenty (20) years or more of

continuous service shall be entitled to five (5) weeks vacation with pay in each calendar year.

23.05 Employees with twenty-five (25) years or more of continuous service shall be entitled to six (6) weeks vacation with pay in each calendar year.

23.06 Supplementary Plan

Employees with twenty-five (25) years or more of continuous service shall receive the following additional vacation in the calendar year in which they attain:

- Age 60 - Additional one week's vacation
- Age 61 - Additional two weeks' vacation
- Age 62 - Additional three weeks' vacation
- Age 63 - Additional four weeks' vacation
- Age 64 - Additional five weeks' vacation

23.07

- (a) If three, four, five and/or six weeks are taken at one time they must be taken within the period from September 15th to June 15th.
- (b) Vacations taken during the summer months, June 16th to September 14th will be limited to two (2) weeks, with the third, fourth, fifth and/or sixth weeks to be taken in the period September 15th to June 15th as agreed between the employee and the Company.
- (c) Necessities of operation must be given full consideration.

**23.08**

(a) Each week of vacation pay will be calculated at ~~2.4% of gross~~ earnings in the previous calendar year, or forty (40) hours' pay at the employee's regular rate, whichever is the greater.

(b) An employee shall receive an additional four (4) ~~hours' pay at his~~ regular rate for each week of vacation entitlement taken during the period January 1 to April 30.

**23.09** The Unions agree to cooperate with Management in scheduling vacations in such a manner that maximum production may be maintained.

**23.10** Vacations with pay are intended to enable each employee to enjoy a respite from routine duty with no financial worry to distract from their benefits. Vacations are in no way considered a bonus.

**23.11** The privilege of taking vacations must be confined to permanent employees employed upon standard payroll positions,

**23.12** In drawing up the vacation schedule, the management will endeavour to meet the wishes of the individual employee. It must be understood, however, that the necessities of operation must be given full consideration. In cases where vacation periods requested conflict, preference will be given to the older employees in point of service and within departments.

**23.13** Working on long shifts while men are away on

vacation is to be avoided whenever possible.

**23.14** Not later than February 1<sup>st</sup> of each year, each employee entitled or expected to become entitled to have vacation time off in that vacation year, will be requested to specify in writing, on a form provided by the Company, the vacation period he desires. These forms must be completed and returned to the employee's foreman no later than March 1<sup>st</sup> of each year.

**23.15** Taking vacations is to be compulsory. Vacations cannot be accumulated but must be taken in the year when they are due.

**23.16 (a)** To be eligible for vacations, employees must have worked at least two-thirds of the available time during the qualifying year, except that time lost due to mill accidents or sickness (such sickness to be limited to four (4) months in any one year) does not count against employees' working time credits in the qualifying year.

**(b)** If an employee works a minimum of four (4) months in a calendar year and is sick for four (4) months or more in the same year, the employee is considered to have completed the minimum qualifying period to be eligible for vacation in the following year. If an employee works less than four (4) months in any one calendar year in the following year his vacation pay will be calculated on the appropriate percentage of his earnings for the year in which the sickness occurred.

**(c)** If an employee works less than four (4) months,

due to an illness, and has holidays remaining, these holidays shall be considered time worked.

**23.17** The **qualifying** year in determining eligibility for vacations in the first year shall be the twelve (12) month period beginning with the date of employment; in subsequent years the qualifying year may be the calendar year. The main purpose in making the calendar year the qualifying year for the employee's second vacation is to enable an employee whose anniversary date of employment comes in the late fall to have his vacation during the desirable vacation period, that is, during the summer months.

**23.18** Tour and shift workers shall not be entitled to the night shift differential while absent on vacation.

**23.19** Employees with more than one year's service who are laid off due to lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay based on the following formulae:

- (a) Full vacation credit based on service in the preceding calendar year, plus
- (b) 4%, 6%, 8%, 10% or 12% of gross earnings (depending on whether the employee is entitled to 2, 3, 4, 5, or 6 weeks' vacation) calculated from January 1 in the current year to date of leaving. If vacation has been taken in the current year based on the preceding calendar year's employment (b) only shall apply.

**23.20** Employees with less than one year of continuous service who are laid off for lack of work, or who leave the Company's employ in good standing shall be entitled to vacation pay at the rate of 4% of gross earnings from date of employment to date of separation.

**23.21** Employees who leave the Company's employ without giving the required notice or who are discharged for cause shall be entitled to vacation pay based only on the formula set out in the Employment Standards Act. Notice of resignation during the last shift worked is considered adequate.

**23.22** When a lay-off due to lack of work is of more than four (4) months' duration, continuity of service is broken until, after rehiring, an employee completes one year of continuous service. After this time his length of service can be restored, counting the time before and after, but not during the lay-off, and his vacation period started from the anniversary date of his returning. Such restoration of service, however, is contingent upon the man keeping the Company posted as to his current address and the man reporting back to work as soon as practical when recalled. His vacation pay would be granted on the basis of his restored length of service.

**23.23** Employees may be paid on leaving for vacation, for earnings to date of leaving plus vacation pay and less usual deductions for the period for which they are being paid.

## 24. BEREAVEMENT LEAVE

6377.1

24.01 When death occurs to an employee's spouse, child, adopted child or stepchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to five (5) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death. (Spouse shall include common-law spouse as previously declared on the forms provided for health coverage).

24.02 When death occurs to an employee's mother, father, foster parents, adoptive parents, brothers, sisters, mother-in-law, father-in-law, stepmother, stepfather, stepbrother, stepsister, grandfather, grandmother and grandchild, the employee will be granted leave of absence and will be paid for eight (8) hours at his regular straight time rate for up to three (3) consecutive scheduled working days lost in the eight (8) day period beginning with the date of death.

If the death of one of the relatives specified in the collective agreement occurs while an employee is on vacation, the vacation will be interrupted so that the employee gets the benefit.

24.03 When distance prevents the employee from attending the funeral, one day of compassionate leave will be allowed within the (6) day period beginning with the date of death.

24.04 Pay will be at straight time even through one or more of the days of the bereavement leave occur on Sunday

or a paid holiday.

**24.05** Pay will not be granted if the employee does not attend the funeral except as outlined above in Article 24.03.

**24.06** The regular straight time rate means the straight time rate of the job at which the employee would have worked had he not been on bereavement leave.

**25. JURY DUTY** *6:30 a.m.*

**25.01** An employee who is prevented from working his scheduled ~~shift~~ due to being on jury duty, reporting for jury roll-call or as a subpoenaed witness, shall be paid the difference between the pay received for such jury duty or subpoenaed witness and eight (8) times the straight time hourly rate he would otherwise have received.

**25.02** An employee scheduled to work the midnight to 8:00 a.m. shift or tour immediately prior to reporting for jury duty, jury roll-call or subpoenaed witness on that date will be excused, upon request, and the terms of this Article will be applied.

**25.03** In making application for such payment, the employee is required to submit supporting documents as to days of service and fee received.

**26. LEAVE OF ABSENCE**

**26.01**

**(a)** Leave of absence without pay, up to a maximum of **three (3)** months, may be granted at the discretion of Management for the following reasons:



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- (1) Legitimate personal reasons.
- (2) Candidacy for public office at the Federal or Provincial level. Such leave may be extended until seven (7) days have elapsed following the date of the election,
- (3) Military service.
- (4) Duties of an elected municipal office.

The Company accepts the principle of granting leaves of absence without pay for educational purposes, or for official union business, subject to the approval of divisional management,

Such leave will be for a maximum of one year, subject to a further one year extension upon approval by divisional management. All other provisions regarding Leaves of Absence set out in the collective agreement will apply.

- (b) Any leave of absence granted pursuant to Section (a) will not result in any loss of seniority.
- (c) Leave of absence without pay may be granted at the discretion of management, for service as an elected representative in the Federal or Provincial legislature. Such leave, if granted, shall normally expire thirty (30) days following conclusion of the period of elected office, but in no case shall it be in excess of five (5) years.
- (d) Any leave of absence granted pursuant to Section (c) will not cause a break in continuity of service

but the period of absence shall not be counted in calculating any service-related benefit.

- (e) Employees, when granted a leave of absence in excess of one (1) month, will be required to prepay the full premiums for group life insurance and all other insurance coverage in accordance with the provisions of the respective policies.
- (f) All leaves of absence must be applied for in writing.
- (g) The Company may require an employee to exhaust his normal vacation entitlement before commencing a leave of absence.

26.02

- (a) Time off with pay will be provided to an employee writing qualifying examinations during scheduled working hours for certificates required in his occupation.
- (b) Such pay will be at his straight time rate and limited to eight (8) hours.

27. BENEFITS

27.01

- (a) The Company will pay the prevailing medicare premium rates established by the provincial government up to the rates in effect to April 30, 1998. These payments will be maintained for a twelve (12) month period when an employee is sick

or disabled by accident.

- (b) The Company's contribution to employees' insurance shall be applied first on account of those plans to which the employer's contribution is not taxable in the hands of the employee.

*708-100*  
 27.02 The Abitibi-Price Weekly Indemnity Plan forms part of this Agreement and is attached hereto as Appendix 'A'. The premium cost will be borne by the Company. The 5/12 of the U.I.C. premium reduction will continue to be retained by the Company.

*702-100*  
 27.03 The Abitibi-Price Long Term Disability Plan forms part of this Agreement and is attached hereto as Appendix 'B'. The premium cost will be borne by the Company.

27.04 The Company will pay the prevailing premium costs for the Supplementary Health Care Plan up to the rates in effect to April 30, 1998. This Plan forms part of this agreement and is attached hereto as Appendix 'C'.

27.05 The Dental Care Plan forms part of this Agreement and is attached hereto as Appendix 'D'. Employee contributions towards the cost of this Plan are \$1.10 per month for single coverage and \$3.85 per month for family coverage. The Company will absorb the remaining cost of this Plan including additional future premium increases through to April 30, 1998. *712-875*

27.06 The Group Life Insurance coverage is 2-1/2 times annual earnings with a maximum coverage of \$60,000. The Plan is subject to insurance policy regulations, and the

*71-060*

premium cost will be borne by the Company.

27.07 Optional dependent life insurance at employee cost will be provided on the following basis:

1. Spouse - \$10,000
2. Each unmarried child:
  - a) 14 days but less than 1 year of age - \$5,000
  - b) 1 year but less than 19 years (twenty-five (25) years when a student full time), wholly dependent on the employee for support - \$5,000

The spouse's life insurance will be reduced to \$5,000 upon the employee's retirement and cancelled on his death.

27.08 The Company will maintain \$2,500 Group Life Insurance for retired employees at no cost to the Pensioner provided he was covered by Group Life Insurance during his employment. (\$4,000 for employees who retire on or after July 1, 1987).

27.09 Changes in the level of an employee's insurance benefits due to the application of the wage increases will become effective on the first of the month following ratification of the memorandum of agreement for all employees actively at work on that date. For employees who are not actively at work on that date the changes will become effective on the

date he returns to active employment.

**27.10**

- (a) Insured employees who become disabled on or after June 1, 1982 who continue to be disabled for longer than twelve months may continue their coverage in the Group Life Insurance and Dental Plans, at their option, until the expiration of the twenty-four month period commencing with the date of disability. Such employees may continue coverage in the Supplementary Health Care Plan, at their option, until the earlier of retirement or age 65. The full premium costs for the above extension of benefits will be borne by the employees.
- (b) The Company will provide optional coverage under Supplementary Health Care Plan to retirees between the ages of 58 and 65. The cost of such coverage shall be borne by the retiree.

**27.11**

- (a) The ~~Abitibi-Price~~ Pension Plan which is registered in the Province of Ontario, forms part of this collective agreement. It is understood and agreed that no amendments will be made to this pension plan until the expiration of the moratorium referred to in Section "C" of the memorandum of agreement signed in Ottawa on the 3rd day of June 1987.
- (b) Information - The Company agrees to furnish the signatory Unions with an annual statement showing for the pension fund:

- (1) Income from investments.
- (2) Company contributions.
- (3) Total contributions.
- (4) Total paid-up annuities purchased and total pension payments made.
- (5) Any other information necessary to properly evaluate the Retirement Income Fund (Plan) including a copy of any and all actuarial valuations made of the Plan.

- (c) Duration -Written request for changes to this Plan shall be filed no later than four (4) months prior to the ~~expiry~~ date.

#### 27.12

- (a) Joint Retirement Board - The membership of the Joint Retirement Board will include two employee representatives and a third member who shall be a National Officer or his designee. Two (2) regular meetings will be scheduled each year, including a meeting at which the actuarial valuation and other financial and statistical reports will be presented. Urgent applications for early retirement, which cannot be held up for the regularly scheduled meetings, will be dealt with by a quorum after contacting the Union Representatives by telephone.
- (b) The Company will arrange and pay transportation and hotel expenses (when necessary) plus \$25.00 a day to cover meals and incidental charges for the Union Retirement Board members who are employees. Scheduled days lost will be paid for on the basis of eight (8) hours per day at the

employees' regular rates.

**28. MEALS**

**28.01** . An employee who is required to work more than two (2) hours beyond the end of his regular shift will be provided with a hot meal. Thereafter an additional hot meal will be provided at four (4) hour intervals,

**29. PUNCH CARDS**

**29.01** If the Company changes, amends or alters an employee's punch card for any reason, the employee will be notified before the end of the current pay period.

**29.02** Card rates will be updated to reflect the level of operation, permanent promotion or demotion.

**30. METRIFICATION**

**30.01** The Company will pay the cost of all education related to the metric system if such education is deemed necessary by the Company.

**30.02** In those cases where an employee already owns a tool in Imperial measure and the Company requires him to own the equivalent tool in metric measure, the Company will pay for 50% of the cost of the required metric tool.

**31. SAFETY**

**31.01** An employee losing time during his normal day or shift because of an injury occurring on the job will receive his

regular pay for that day or shift.

**31.02** The Company will contribute \$50 per year for the purchase of safety footwear, effective on the first day of the month following the month of ratification of the 1993 collective agreement, and increasing to \$70 on May 1, 1996.

**31.03** On application to supervision individual cases involving accidental contact with corrosive chemicals will be considered. Protective clothing is now provided for planned work with these materials.

### **32. JOINT HEALTH AND SAFE- CONFERENCE**

See Master Agreement.

### **33. TRADES FLEXIBILITY/PROMOTION PLAN**

#### **33.01 Mutual Help - Day Workers**

Tradesmen are normally assigned tasks that are related to their basic trade. However, employees of different trades that are **organized** as a group to perform a specific task help each other while doing their respective work in **order to** reduce lost time incurred when tradesmen have to wait **before** and/or after performing task directly related to their trade.

#### **Flexibility - Tradesmen on Shift**

A tradesmen on **shift** working alone or as part of a group performs any work for which he has the ability, regardless of his trade. The Company will provide the necessary training, so that **the** proposed changes will be implemented progressively and safely.



The tradesman's primary task is to deal with emergencies occurring during the shift and to perform the tasks scheduled by the department superintendent, regardless of the department in the mill.

The preceding text replaces all existing agreements and/or practices in the mill represented by the signatory locals which would be in conflict with it.

With respect to the above-mentioned proposal, the **Company** proposes the following adjustments, effective on the first Sunday following the ratification of the collective agreement:

Tradesmen - Class A and above:	\$0.50 per hour
Tradesmen - Class B:	\$0.25 per hour
Tradesmen - Class C:	\$0.15 per hour

Effective with the implementation of the proposed changes, tradesmen on shift will receive an adjustment of \$0.50 per hour over and above their job class.

**33.02** The Trades Promotion Plan forms part of this agreement and is attached hereto as Appendix "E".

**34. ELECTRICIAN'S PROMOTION PLAN**

Not applicable for Iroquois Falls - Local 90.

**35. APPRENTICESHIP PLAN**

The Trades Apprentice Plan forms part of this agreement and is attached hereto as Appendix "F".

**36. GRIEVANCE/ARBITRATION**

**36.01** In case of grievance arising in the Mill they shall be reported to the Manager, preferably in writing. If the Manager and the men are unable to arrive at a satisfactory settlement within forty-eight (48) hours, the question shall then be referred to the General Manager of the Company and the Vice-President of the National Union concerned or his accredited representative, and on failure to agree, shall be left to arbitration; the General Manager of the Company to select one man, the Vice-President of the National Union concerned to select one man, the two thus chosen to select a third party who will confer and render a decision within five (5) days. Upon failure to agree upon selection of a third party, the matter shall be referred to the Provincial Minister of Labour with the request that he appoint the third arbitrator. The decision of the Board shall be final and binding upon both parties, it being understood that the function of the Arbitration Board shall be to interpret and apply this agreement. This Board, however, shall have no authority to add to or subtract from or to modify or extend any of the items of the agreement or any agreement made supplementary hereto, except by mutual consent of the Company and the Union. If an employee is said to be unjustly discharged, his case shall be reported to the Manager within forty-eight (48) hours, and if on investigation it is found that he was unjustly discharged he shall be reinstated without lost time.

**36.02** In determining any grievance arising out of discharge or other discipline, the Board may dispose of the claim by affirming the Company's action and dismissing the grievance or by setting aside the disciplinary action involved and restoring the grievor to his former position with or without

compensation or in such other manner as may in the opinion of the Board be justified. Such decision shall be final and binding on both parties to this agreement.

**37. MILL RULES**

**37.01 Starting and Stopping Work of Day Workers**

Day workers shall be in their respective rooms to begin work at **8:00** a.m. and **12:30** p.m. Machinery shall be started promptly and not stopped until five (5) minutes before **12:00** noon and **4:00** p.m.

**37.02 Overtime of Day Workers**

When a day worker has an unfinished task at the end of the eight (8) hours, if requested, he shall continue to work, and shall receive pay at the rate of time and ~~one~~ **half** for all overtime work.

**37.03 Tour Workers**

Tour workers shall be **organized** into three shifts and shall work eight (8) consecutive hours upon each shift as follows:

- Tour **A** - from **8:00** a.m. to **4:00** p.m.;
- Tour **EI** - from **4:00** p.m. to **12:00** midnight;
- Tour **C** - from **12:00** midnight to **8:00** a.m.

Shifts shall rotate in sequence weekly.

**37.04** Starting and Stopping Work of Tour Workers

- (a) When a tour begins, each tour worker is required to be in his place. At the end of a shift, no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take responsibility of the position. If a tour worker does not report for his regular shift, his mate shall notify the foreman. He shall then remain at his post until a substitute is secured, and if necessary, he shall work an extra shift.
- (b) It is the duty of a tour worker to report for his regular shift unless he has already arranged with his foreman for a leave of absence. If unavoidably prevented from reporting, he must give notice to his foreman or at the office, as early as possible before the beginning of his tour, and the persons receiving this notice must complete the standard report provided for recording such notice.

**37.05**

- (a) The Union undertakes to co-operate with Management in reducing absenteeism.
- (b) If an employee has been absent from work without arrangement, or without notice under the [preceding paragraph, he shall report to his superintendent for instructions before returning to work.
- (c) Should investigation of a case of absenteeism fail to disclose a bona fide reason, management shall discipline the absentee as follows:

1. First Case - instruction and warning.
2. Second Case - instruction and up to three (3) days lay-off.
3. Third Case - instruction and lay-off subject to discharge.

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- (d) It is understood that should an employee have a clear record for a full 12-month period between Steps 1 and 2 or Steps 2 and 3, or after Stage 3, his record shall be considered clear.
- (e) Should the **unarranged** absence of an employee be of sufficient length, or the reasons for the absence be of such a nature to indicate irresponsibility in the individual concerned, Management may discipline the offending employee with a layoff subject to discharge.
- (f) All cases of **unarranged** absenteeism will be recorded on the employee's record by the Employment Supervisor who will be given a **written** report of each case by the superintendent concerned. A copy of this report will be sent to the individual and secretary of the union concerned.
- (g) If an **employee** has been absent from work a day or more he shall give adequate notice to his foreman or superintendent of his intention to return. This notice should be given twenty-four (24) hours in advance, if possible, but at least in sufficient time to make the necessary arrangements prior to the

beginning of the regular work period in which he intends to resume duty. If the employee fails to give the supervisor sufficient notice to enable him to adjust the shifts back to the original schedule, the supervisor may send the returning employee home when he reports for work.

**37.06 Individual Responsibility**

Everything in and about the plant shall be kept clean and in good order, and each employee will be held responsible for the condition of the part of the plant under his control as far as is humanly possible.

**37.07 Causes for Discharge**

The causes for immediate discharge are:

Incompetency

**Bringing** intoxicants into the mill

Smoking while on duty except in designated areas

**Refusing** to comply with Company's rules

Giving or taking of a bribe of any nature, as an inducement to obtaining work or retaining a position

Reading of books or newspapers while on duty

Reporting for duty under the influence of liquor

Destruction or removal of Company property

Disorderly conduct

Dishonesty

Disobedience

Neglect of duty

Sleeping on duty

**37.08** Bulletin boards

Notices shall not be posted in the Mill except on the official bulletin board. In each case permission of Superintendent must be secured.

**37.09** Clothing

Employees must not wear clothing which can readily become entangled in machinery. Clothing not in use shall be kept in lockers provided for that purpose. Shoes must be worn while on duty.

**37.10** Safeguards

Safeguards must not be removed, except by order of the Superintendent or Foreman. If removed, they must be immediately replaced.

**37.11** Elevators

All employees using elevators for other than freight purposes do so at their own risk. Stairs are provided for use instead.

**37.12** Reporting accidents

Accidents must be reported at once by the injured employees when possible and by all witnesses, to the Foreman, and by him to the Office.

**37.13 Fire Service**

In case of fire, all employees must assist in preventing destruction of the Company's property. Fire apparatus must not be removed from its place or used, except in case of fire or by the order of the Superintendent. The Company will train employees in this area as it deems necessary.

**37.14 Disciplinary Action**

When any disciplinary action is being taken by the Company, the employee will have Union representation, if he so desires. In the event that no representation is desired the Union will be notified.

**38. JOB CLASSIFICATION PLAN**

- See Master Agreement.

**39. WAGE SCHEDULE**

**39.01** The attached schedule of wage rates (Appendix G) shall be effective under this Agreement.

**39.02** A shift differential of forty cents (\$0.40 cents) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 4:00 p.m. and 12:00 midnight and a shift differential of fifty-five (\$0.55 cents) per hour shall be paid for all hours worked on tour or shift occupations between the hours of 12:00 midnight and 8:00 a.m. Effective May 1, 1991, the 12-8 shift differential will be increased to sixty cents (\$0.60 cents) per hour. This shift differential shall not apply to day workers on overtime work.



**39.03** Tour and shift workers absent on vacations, holidays with pay, paid sick leave, funeral leave or jury duty shall not be entitled to the night shift differential.

**39.04** When equipment of a type new to the mill or a major change in the process system results in the creation of a new job or jobs, every effort will be made to determine a permanent rate for the job or jobs within three (3) months of the date at which the duties and responsibilities are definitely established.

**39.05** It is the Company's responsibility to decide the necessity for providing replacement foremen. When it is necessary to move a man up to replace an hourly rated foreman, the Company will pay the rate for the job. Men assigned responsibility in the absence of a salaried foreman or a superintendent shall receive a premium of seventy cents (\$0.70 cents) per hour while they are carrying such responsibility. Where in specific cases present policy is more generous than that in the wording above, then the present policy shall be continued. It is understood that when foremen are absent for one day or more, the Company will set up another man to carry the foreman's responsibility during such absence. It is further understood that the Company reserves the right to determine when it is necessary to set up a replacement for a superintendent absent for one day or more. The above premium in all cases shall be applicable only when the man has been officially designated to take on such responsibility.

**39.06** When a journeyman "A" is assigned the responsibility of a working supervisor in a crew of not less than 5 men required to do maintenance or construction work,

he will be designated by the Master Mechanic or Superintendent as a Lead Mechanic and shall be paid ~~thirty-~~four cents (~~\$0.34~~ cents) per hour above the 'A' journeyman rate during such ~~time~~ as he exercises this responsibility.

**39.07** When additional supervision is required on a continuous basis, a journeyman 'A' will be appointed a Lead Hand and will be paid thirty-four cents (~~\$0.34~~ cents) per hour above the 'A' Journeyman rate. Lead Hands assigned responsibility in the absence of a salaried foreman or superintendent shall receive a premium of thirty-six cents (~~\$0.36~~ cents) per hour while they are carrying such responsibility.

#### **40. GENERAL**

**40.01** Superintendents, non-working foremen, office workers and night watchmen are part of the management of ~~the~~ Company.

**40.02** Use of the masculine gender in this Agreement shall be considered also to include the feminine.

**40.03** The Company shall pay lost time for Local Union Officers and stewards attending meetings called by Divisional Management.

**40.04** The Company will supply the Union with minutes (but not a verbatim report) of Labour-Management meetings within **14** working days of the meeting.



41. BOAT LOADING

Not applicable to Local 90.

42. LOCAL ISSUES

See Master Agreement.

43. TERM OF AGREEMENT

43.01 The Company and the Union agree that they will **abide** by the articles of this agreement for a period of three **(3)** years from May 1, 1993 to April 30, 1996, following which the **agreements will** be reopened for negotiations regarding wages only for a further two **(2)** year period beginning May 1, 1996 and expiring April 30, 1998 and from year to year thereafter, subject to not less than thirty **(30)** days' notice in writing prior **to April 30, 1998** and in any succeeding year, by either party desiring a change.

43.02 The Union shall have the right to discuss local adjustments with Management at divisional level prior to April 30, 1994, April 30, 1995, April 30, 1996 and April 30, 1997, and prior to negotiations 1998. All local adjustments must be **submitted** in writing by February 15th of that year for discussion and final settlement at local level prior to April 30, 1994, April 30, 1995, April 30, 1996 and April 30, 1997, and prior to wage negotiations 1998, and where granted will become effective May 1. It is understood that 'local adjustments\* are construed to mean the consideration of individual job rates in cases of gross inequality or major changes in job responsibility. Jobs covered by the Papermakers' Wage Scale or included in the Job

Classification Plan will not be subject to the 'local adjustments' process.

**43.03** If during the term of the collective agreement, an amendment, modification or addition to this agreement should be mutually agreed to by the parties, it shall not be effective unless it is reduced to writing in the form of a Letter of Understanding duly signed by the parties signatory to this Agreement. Such letters of understanding will form part of the current collective agreement.

**LETTER OF INTENT**

May 2, 1993

Mr. Ed Godfrey  
President, **C.E.P.**, Local **90**  
Iroquois Falls, Ontario

**RE: NOTICE OF CONTRACTING OUT**

Dear Mr. Godfrey:

In **recognition** of the concerns expressed both at **Iroquois** Falls and during the past several days at negotiations, the Company is prepared to undertake to advise the Union as far in advance as is possible of its intention to contract out and for this purpose will attempt to do so thirty **(30)** days in advance of contracting work out. It is understood that situations will develop from time to time which will make such notice impossible to achieve.

W.H. Sheffield  
Vice-President and General Manager  
Iroquois Falls Division

**cc:** All Department Heads

**LETTER** OF UNDERSTANDING

May 3, 1993

Mr. **Ed** Godfrey  
President, **C.E.P.** Local **90**  
Iroquois Falls, Ontario

**RE: ASSIGNMENT OF REGULAR EMPLOYEES -**  
**TEMPORARY PARTIAL WORK CURTAILMENT**

Dear Mr. Godfrey:

Furtherto our discussions of this date regarding the above, the Company commits to the following:

In the event of a planned temporary partial work curtailment (**eg:** Number 7 paper machine being taken out of service for two weeks due to lack of orders), the regular employees who are laid **off** as a result of this curtailment will be placed on the 'spare list' **with all** other spare employees and will be slotted based on their relative mill wide seniority.

These employees will be assigned work **similar** as to **all** other **spare** employees based on their **train-  
ing, qualifications,** and ability to do the available work. It is understood that where the training required to perform the available work is minimal (**eg:** Grinder Room Charger, **Woodroom 109** Conveyor, Sulphite Burnerman, Finishing Room **Utility Man,** Pressman, etc.), this training will **be** provided.

**W.H.** Sheffield  
Vice-President and General Manager  
Iroquois **Falls** Division  
**c.c.:** All **Department** Heads

Signed this 24th day of May, 1993 at Montreal, Québec.

ABITIBI-PRICE INC.  
IROQUOIS FALLS  
DIVISION

COMMUNICATION,  
ENERGY AND  
PAPERMAKERS'  
UNION C.L.C. AND ITS  
LOCAL NO. 90

*J. D. Casan*

*W. H. Hofffield*

*Ed. Goffroy*

*Michael Lambert*

*Yves Larivière*

APPENDIX "A"**ABITIBI-PRICE INC.****WEEKLY INDEMNITY PLAN****1. DEFINITIONS**

In this plan, unless otherwise specifically provided,

- (a) 'Accident' is a bodily injury caused by external, violent means;
- (b) 'Disability' is a disability preventing an employee from pursuing any gainful occupation arising from any mental infirmity, bodily disorder, or bodily injury, verified to the satisfaction of the Company and/or insurer, and not otherwise excluded by this plan;
- (c) 'Employee' means an employee in the **active** employment of the Company, who participates in this plan;
- (d) 'Insurer' means the insurance **company** or carrier appointed by the Company;
- (E) 'Plan' means the **Abitibi-Price Inc. Weekly Indemnity Plan**;
- (f) 'Wage' means an employee's regular weekly wage, based on **40** times his straight time average rate for **the 40** hours worked prior to the start of disability, excluding any overtime premium or shift bonus. **Employees** who are regularly scheduled to work a **42** hour work week will have their benefits calculated on that base.



## 2. PARTICIPATION

- (a) All employees of the Company listed on the attached participation schedule shall be eligible to participate in this Plan, in accordance with the provisions listed herein.
- (b) Participation in this Plan is **limited** to eligible employees who have completed three months of continuous employment with the Company.

## 3. AMOUNT OF DISABILITY BENEFITS

- (a) The amount of disability benefits shall be 70% of an employee's wage, as defined in ~~Section 1(f)~~, immediately preceding the date of disability with no maximum.
- (b) Change in Benefits  
Any employee not actively at work on the effective date or dates of the changes in benefits will not be eligible for the increase in benefits until the date of his return to active employment.
- (c) A daily rate of payment for each calendar day of absence that qualifies for payment shall be **one-seventh** the weekly amount of disability benefit under Section (a) hereof.

## 4. ELIGIBILITY FOR PAYMENT

- (a) (i) Except in the case of disability arising out of an accident or illness requiring

**hospitalization**, art employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding **52** weeks for any illness, beginning after 3 consecutive days of continuance of the disability.

- (ii) In the case of a disability arising out of an accident or illness requiring **hospitalization**, art employee shall be eligible to receive an amount of disability benefit in accordance with Section 3 hereof, for a period not exceeding **52** weeks for any one accident or such sickness commencing from the date of the accident or first day of **hospitalization**.
- (b) An employee absent from work and in receipt of an amount of disability benefit, shall continue to receive such benefit, even though a work shortage develops which would have resulted in his being laid off had he been at work, provided that the employee remains disabled and continues to furnish evidence satisfactory to the Company and/or insurer, and verifies the continuance of disability.
- (c) An employee shall not be eligible for an amount of disability benefit under this plan unless he is actively employed by the Company at the date that he becomes eligible or until he subsequently

returns to active employment.

In the event of a lay-off, an employee shall be considered as still employed for purposes of this benefit up to the end of the policy month next following the policy month in which the employee was laid off.

- (d) An employee making a claim for an amount of disability benefit after lay-off or termination of employment for disability established to the satisfaction of the Company and/or insurer as having occurred prior to his lay-off or termination, shall be eligible for an amount of disability benefit provided such disability was accompanied by a continuance of absence that commenced prior to actual lay-off or termination.
- (e) Successive periods of disability separated by less than four consecutive weeks shall be considered one period of disability, unless the subsequent disability is due to an accident or illness entirely **unrelated** to the previous disability and commences **after** return to active employment on a full time basis.
- (f) An amount of disability benefit under this plan shall not be paid in the event the absence is a result of,
  - (i) Any injury arising out of or sustained while doing any act or **thing** pertaining to any occupation or employment for remuneration or profit, or

- (ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or
- (iii) Self-destruction or any **self-inflicted** injury, while sane or insane, or
- (iv) Any injury or illness resulting from insurrection or war, whether war be declared or not, or from participation in riot or civil commotion, or
- (v) Disability for which the employee is **not** under the treatment of a 'physician except that **authorization** for benefits by a chiropractor **shall** be permitted for up to four weeks per insured person **per** calendar year, or
- (vi) 217 Alcoholism or Drug Addiction, **unless** the employee is undergoing a recognised course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (g) An amount of disability benefit will not be payable following the normal retirement date of an employee, other than retirement **under the** total and permanent disability provision of the Company

pension plan.

- (h) An amount of disability benefit will not be payable following the early retirement date of an employee, if early retirement was approved prior to the onset of disability.
- (i) An amount of disability benefit will not be payable for those days for which the employee receives holiday pay, vacation pay, or more than one-half day's regular pay, from the Company.
- (j) An employee on Weekly Indemnity who is determined as being fit for 'light duty' by a licensed physician and if no "light duty" work is available, he shall remain on Weekly Indemnity Benefits in line with Section 4 (a) (l).
- (k)
  - (i) An amount of disability benefit under the plan shall not be paid in event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
  - (ii) For employees who fail to qualify for pregnancy leave of absence because of failure to meet the length of service requirements in the relevant provincial or

federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

5.

(a)

In computing the amount of **disability** benefits, disability will be considered as starting from the first day of disability; however, in the event of **absence** due to illness, an employee must be certified by a physician for the disability within the **first three (3) days** of disability. In the **event** that **the** employee is not certified **within the** first three days, disability will be considered as **starting two (2) complete days** prior to the day that the employee is actually certified by a physician.

When an employee becomes ill on a Friday, the three **(3)** day waiting period will be extended to the Monday. However, if the employee in this instance fails to see his doctor on the Monday immediately following the Friday, the grace period will revert to 'three **(3)** days only.

6.

**MISCELLANEOUS PROVISIONS**

(a)

An **employee** who is absent due to disability or on an **authorized** leave of absence, on the date he was to become eligible under this plan, and is unable to return to active employment when eligible because of a disability, shall, upon the date of his return to active employment, be eligible to participate in this plan;

- (b) An employee absent on an **authorized** leave of absence on the date he was to **become** eligible under this plan, shall, upon the date of his return to active employment, be eligible to participate in this plan;
- (c) If an employee who has been covered under the terms of this plan is granted an **authorized** leave of absence, such employee shall be considered as still covered under the terms of this plan, but not **beyond** the end of the policy month next following the policy month in which such employee ceased work.
- (d) If requested, the Company may make advance payments after receipt of formal claim, at normal pay intervals until the claim is processed.

The Company will be reimbursed by the claimant for any advance payments made prior to the Company's receipt of notification of the adjudication of the claim.

If a claim is denied, advance payments not repaid by the claimant within **30** days following receipt of notification by the Company's of such denial, will be recovered by the Company from the claimant's normal pay.

7. GOVERNMENT DISABILITY PLANS

- (a) The amount of disability benefit under this plan will be **reduced** by the amount for which an employee

and/or the employee's dependent up to the age of eighteen is eligible under the disability benefit provision of the Canada or Quebec Pension Plan or similar provisions in any other Government plans for disability, for which the employee is receiving an amount of disability benefit under this plan, except for War Disability Pensions and Workers' Compensation Disability Pensions.

- (b) The Company and/or insurer may require certification or verification of the amount of income from the Canada or Quebec pension Plan or such other Government Plans;
- (c) The amount of disability benefit in excess of the amount which should have been paid may be deducted from the amount of any future disability benefit, or repaid by the employee to the Company and/or insurer, as the case may be, through some other mutually satisfactory arrangement.

a. COMPANY PENSION PLAN DISABILITY BENEFITS

The amount of disability benefit under this plan will be reduced by the amount of pension for which the employee is eligible under the total and permanent disability provision of the Company Pension Plan.

9. PHYSICAL EXAMINATIONS

The Company and/or insurer reserves the right to required periodic physical examinations throughout the duration of the



employee absence due to disability. Such examinations shall be conducted by a physician or physicians designated by the Company and/or insurer.

Cost of physical examinations, transportation and reasonable out-of-pocket expenses related thereto will be paid by the insurer.

In cases where there is a dispute as to the validity of a claim or the continuance of a claim and where the physicians of the employee and the employer fail to reach agreement after consultation, the dispute will be referred to a mutually agreed practicing specialist who will render a final and binding decision.

Weekly Indemnity payments will continue until a final decision is reached.

#### 10. ADMINISTRATION

- (a) It shall be the obligation of the employee to notify immediately the Company of his absence due to disability, following which the Company will issue the necessary initial claim forms to him.
- (b) Completed claim forms will be checked by the Company to determine whether or not an employee is a participant in the plan, and the Company will forward the claim forms to the insurer for adjudication and processing.
- (c) To assist the insurer in the proper adjudication and

processing of claims, the Company and/or the insurer may establish claims control procedures.

- (d)
  - (i) A Claims Committee will be established at each mill consisting of a union representative of each participating local and representatives of management, having a representative of management as Chairman, the purpose of which will be to discuss any problems relating to the administration of the plan, and to review claims experience. To assist in the function of the Claims Committee, a representative of the insurer will attend meetings periodically, and claims experience will be made available.
  - (ii) The Claims Committee may assist in the establishment of claims control procedures which may be required from time to time.
  - (iii) The Claims Committee will not seek, directly or indirectly, to abridge, modify, add to, or subtract from, the terms of this Plan, nor to secure benefits not payable under the terms of this Plan.
- 11. All of the foregoing provisions of this Plan shall be subject to the Grievance Procedure.

## APPENDIX "B"

ABITIBI-PRICE INC.LONG TERM DISABILITY PLAN

The Long Term Disability Plan shall be administered in accordance with **the** terms of an insurance policy **and** shall contain the following governing provisions:

**1. ELIGIBILITY**

The Long Term Disability Benefit Plan shall be compulsory for all employees, who are participants **in**, **and** who are covered under the terms of the Weekly Indemnity Plan.

**2. EFFECTIVE DATE OF COVERAGE**

An eligible employee is **entitled** to benefits provided he is actively at work on the first day the Long Term Disability Benefit Plan becomes effective.

An eligible employee absent from work due to sickness or accident at the effective date of the plan, shall only be eligible for Long Term Disability Plan benefits at the return to continuous active **full-time** employment over a thirty **(30)** calendar day period. An eligible employee absent from work due to layoff at the effective **date** of the plan, shall be entitled to Long Term Disability Plan benefits upon recall on reporting to work. The Company shall have the right to give medical examinations to employees returning from such lay-off to determine their eligibility under the plan.

## 3. QUALIFYING PERIOD

An insured employee shall be eligible to receive an amount of Long Term Disability Benefit after fifty-two (52) weeks of benefit entitlement for the same disability under the Weekly Indemnity Plan. A benefit payment shall not commence during a lay-off or strike until the termination of the lay-off or strike.

## 4. DEFINITION OF DISABILITY

'Disability' shall mean an insured employee who has received fifty-two (52) weeks of benefits under the Weekly Indemnity Plan and who for up to the next ensuing twelve (12) months is unable because of disease or injury to work at his regular occupation, and thereafter is unable to perform any and every duty of every occupation in the mill for which he is reasonably fitted by education, training or experience.

## 5. AMOUNT OF BENEFIT

(a) 55% of regular straight time hourly rate, multiplied by 2,080 hours and divided by 12, up to a maximum monthly payment of \$2,000. During the term of the agreement, effective May 1st of each year, general wage rate increases will be incorporated into the benefit up to the maximum monthly payment of \$2,000.

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The Company proposes that effective May 1, 1994, the maximum benefit under the Long Term Disability plan will increase to \$2100 per month for any eligible employee who is actively at work on

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that date. Effective May 1, 1996, the maximum benefit will increase to \$2,200 per month for any eligible employee who is actively at work on that date.

The other LTD provisions of the collective agreement will continue to apply.

- (b) The amount of benefit shall be reduced by any payments on behalf of the employee made under any Government disability plan (except increases in such amounts occurring 12 months or more after disablement), Workers' Compensation, or any other non-private disability income plan.
- (c) While receiving benefits under this Plan, an employee will continue to accrue pension benefits at no cost to him. The pension accrued will be at 4% of benefits paid under the Plan. Death benefits will not accrue during this period, except with respect to interest on the employee's contributions made prior to commencement of LTD benefits.

**6. DURATION OF BENEFITS**

Benefits shall cease upon the occurrence of any one of the following:

- (a) On the date the employee ceases to be disabled; or

(NOTE: If there is a recurrence of the same disability within four months of return to work, a

new qualifying period will not be required, and the disabled employee will be eligible for any balance of Long Term Disability benefit payments. This provision shall take precedence over any recurrent disability provision under the Abitibi-Price Inc. Weekly Indemnity Plan.)

- (b) On death, or
- (c) On the earlier of retirement or age 65.

**7. CONTINUATION OF GROUP LIFE INSURANCE DURING DISABILITY**

An insured employee receiving Long Term Disability Plan Benefits, who was a participant in the Company Group Life insurance Plan at the commencement of his disability, will continue to enjoy Group Life Insurance coverage at no premium cost to him.

a. EXCLUSIONS

(a) Benefits under the Long Term Disability Plan will not be payable for claims resulting from:

- i) Any injury arising out of or sustained while doing any act or thing pertaining to any occupation or employment for remuneration or profit, or
- ii) Any injury or illness entitling the employee to compensation under any Workers' Compensation or similar legislation, or

- iii) Self-destruction or any self-inflicted injury, while sane or insane, or
  - iv) Disability for which the employee is not under the treatment of a physician, or
  - v) Alcoholism or drug addiction, unless the employee is undergoing a **recognized** course of treatment by a specialist in the care and treatment of alcoholism and drug addiction or the employee is undergoing regular rehabilitative treatment approved by the insurer and a licensed physician.
- (b)
- i) An amount of disability benefit under **this** plan shall not be paid in the event the absence is a result of pregnancy-related disabilities when an employee is on pregnancy leave of absence or could be placed on such leave by the Company, in accordance with the pregnancy leave provisions of any relevant provincial or federal legislation.
  - ii) For employees who fail to qualify for pregnancy **leave** of absence because of failure to **meet** the length of service requirements in the relevant provincial or federal law, any leave of absence agreed upon by the employer and employee will be considered a normal leave of absence for legitimate personal reasons.

#### 9. REHABILITATION

An employee receiving an amount of Long Term Disability Benefit may be asked to undergo reasonable rehabilitation measures which have been the subject of prior consultation with the employee's doctor, at no cost to the employee. If such employee refuses to undertake such rehabilitation, he may be declared not eligible for an amount of disability benefits.



## APPENDIX "C"

ABITIBI-PRICE INC.

766-1

SUPPLEMENTARY HEALTH CARE PLAN

This description outlines the principal features of the Supplementary Health Care Group Insurance Plan. Insurance policies applicable to this coverage are held for Abitibi-Price inc. and Price Company Limited employees.

**ELIGIBILITY**Employees

All employees are eligible upon completion of ninety (90) working days.

Dependents

For purposes of dependents' coverage provided under the plan, eligible dependents include the wife or husband and unmarried children from birth to their 21st birthday. Also, unmarried children 21 years of age and over who are full-time students attending a certified education institution and depend upon you for support are eligible dependents until their 25th birthday.

No person may be eligible for benefits both as an employee and as a dependent, or as a dependent of more than one employee.

Dependents become eligible on the same date as you do, or

if acquired later, on the date they first become eligible dependents.

#### DESCRIPTION OF BENEFIT

If you incur Class I Covered Expenses the plan will pay 100% of such expenses with no deductible.

If you incur Class II Covered Expenses in excess of your Deductible in any calendar year, this plan pays you 100% of such excess expenses.

The **Deductible** applies only once in any calendar year. The amount of your annual deductible is \$10.00 per insured Individual with a **maximum** family deductible of \$20.00.

The Maximum **Lifetime** Benefit for all **Covered** Expenses is \$15,000 for each insured family member. On January 1 of each year, up to \$1,000 of the maximum lifetime benefit **previously utilized**, will be automatically restored. Effective May 1, 1996, the **maximum** benefit will be increased to \$20,000.

For example, if you receive \$1,700.00 in benefits payments in one calendar year, your maximum benefit will automatically be restored by \$1,000.00 on the next January 1, making your new maximum \$14,300.00. The next January 1, your maximum will be restored to \$15,000 provided benefits paid in that year were \$300.00 or less.

#### COVERED EXPENSES

Covered Expenses included under the plan are the charges

which you are required to pay for the following services and supplies **received** while you are insured, for the treatment of non-occupational injuries, diseases or for pregnancy.

Class I Expenses

VISION CARE expenses incurred by an employee and/or his covered dependents when recommended by a physician or optometrist as follows: 706-100

- Frames, lenses, and the fitting of prescription glasses, including contact lenses up to a total payment of **\$100.00** per family member, in any two consecutive calendar years. Effective May 1, 1996, the benefit will be increased to **\$125.00** per family member in any two (2) consecutive years.

HOSPITAL BOARD AND ROOM AND OTHER NECESSARY SERVICES AND SUPPLIES up to the difference between the hospital's daily charge for ward and average semi-private accommodations. 705-100

Class II Expenses

NOTE: Any dollar limits referred to in the list of Class II Expenses are the charges **recognized** by the plan and not the benefits payable since these charges are subject to the **Deductible** as stated earlier. 706-100

DRUGS AND MEDICINES obtainable only upon a physician's prescription and dispensed through a registered pharmacist.

PROFESSIONAL **AMBULANCE SERVICE** when used to transport the individual from the **place** where **he** is injured by

an accident or stricken by a disease to the first hospital where treatment is given, or from a hospital to a convalescent hospital. No other expenses in connection with travel are included.

OUT-PATIENT HOSPITAL SERVICES AND SUPPLIES in connection with

- use of **examination** or operating room,
- drugs, **dressings** or casts
- anaesthesia in connection with the performance of **a surgical** procedure but not charges made by a resident physician or intern of a hospital.

REGISTERED GRADUATE NURSE (R.N.) other than a nurse who ordinarily resides in your home, or who is a member of your or your spouse's family, provided such services have been ordered by a physician,

CONVALESCENT HOSPITAL BOARD AND ROOM AND **OTHER NECESSARY SERVICES AND SUPPLIES** up to the difference **between** the hospital's daily charge for ward and average semi-private accommodations for as many as **120** days during any one period of disability provided the individual is admitted to the convalescent hospital within **14** days following **confinement** in a hospital, All confinements in a **convalescent** hospital will be considered as one period of disability unless confinements are separated by at least **90** days.

TREATMENT BY A PROVINCIALY LICENSED OSTEOPATH, NATUROPATH, PODIATRIST OR CHRISTIAN SCIENCE PRACTITIONER up to **\$7.00** per treatment and up to **\$25** per

disability for x-rays but not more than **30** visits in any calendar year for each type of practitioner. However, no benefit will be paid for any charges in excess of **\$7.00** per treatment and no benefit will be paid while the individual is entitled to similar benefits under any provincial health plan.

**TREATMENT BY A PROVINCIALLY LICENSED CHIROPRACTOR** up to **\$15** per visit and up to **\$25** per disability for x-rays, subject to a maximum of **\$300** per calendar year. No benefits will be paid while the individual is entitled to similar benefits under any provincial health plan.

**PHYSIOTHERAPY** by a person duly qualified and registered and legally engaged in the practice of physiotherapy, provided such services, by duration and type, have been prescribed by a physician.

**TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF PSYCHOLOGY** on the written recommendation of a physician up to **\$25** for the first visit and **\$10** for each additional visit but not more than **30** visits in any calendar year.

**TREATMENT BY A PERSON DULY QUALIFIED AND REGISTERED AND LEGALLY ENGAGED IN THE PRACTICE OF ACUPUNCTURE** For not more than **\$7** per visit, and not more than **30** visits per year.

**TREATMENTS BY A MASSEUR** who is duly qualified and registered and legally engaged in the practice of massage provided such services, by duration and type, have been prescribed by a physician but not more than **\$7** per visit, and

not more than **30** visits in any calendar year.

**SPEECH THERAPY** by a person duly qualified and registered and legally engaged in the practice of speech therapy provided such services, by duration and type, have been prescribed by a **physician** but not more than **30** visits in any calendar year.

**PSYCHOANALYSIS** - Physician charges **in** connection **with** psychoanalysis treatment are a covered expense where **permitted by law**.

**OUT-OF-PROVINCE EMERGENCY TREATMENT** as described in **(1)** and **(2)** below **incurred** in connection with emergency treatment while the individual is outside the province in which he normally resides or outside the country.

- (1)** Charges by a general practitioner or specialist in excess of the amount allowed under the Provincial Hospital and Medical Plans in the individual's normal province of residence, provided such charges are reasonable and customary in the area in which they were incurred.
- (2)** Up to **\$50** per day for charges for hospital confinement in excess of the allowance for ward accommodation payable by the Provincial Hospital Plan in the individual's normal province of residence. No charges will be considered unless all or part of the daily charge is payable under such Provincial Hospital Plan, nor for any type of accommodation for which the individual would not have been **covered** under this Plan had he been

hospitalized in his normal province of residence.

RENTAL OF IRON LUNG, WHEELCHAIR OR OTHER DURABLE MEDICAL OR SURGICAL EQUIPMENT.

**ARTIFICIAL LIMBS AND EYES, CRUTCHES, SPLINTS, CASTS, TRUSSES AND BRACES** when prescribed or ordered by the attending physician.

**ORTHOPAEDIC SHOES** when prescribed by the attending physician, one pair per year subject to a **maximum** payment of **\$50.00**.

EMERGENCY DENTAL WORK OR COSMETIC SURGERY performed by a physician or dentist for the prompt repair of natural teeth or other body tissue and required as a result of a **non-occupational** accident.

ANAESTHESIA, OXYGEN, BLOOD AND BLOOD PRODUCTS.

ILEOSTOMY, COLOSTOMY AND DIABETIC SUPPLIES.

DIAGNOSTIC LABORATORY AND X-RAY EXPENSES.

GENERAL **DEFINITIONS**

Definitions

Definitions relating to this Plan shall be those set out in Confederation Life Insurance Company Policy 83120, effective January 1, 1985.

Continuation of Supplementary Health Care Benefits for Incapacitated Children

If your child is incapable of earning his own living because of mental retardation or physical handicap, and is dependent on you for support, coverage may be continued beyond age **21**. Proof of incapacity must be submitted to the insurance company **within 31** days after the child has **reached** age **21**.

EXCLUSIONS

Your Supplementary Health Care Plan does not cover:

- (1) **Medical** or other expenses in connection with periodic health check-ups or examinations, travel for health or cosmetic surgery.
- (2) **Dental services** unless treatment is the result of a non-occupational accident. Service for accidental dental claim **must** be rendered **within 6** months of the accident.
- (3) Any expenses, for which a covered individual is not required to pay.
- (4) Any charges which are not permitted to be insured under legislation.
- (5) Any injury or sickness for which the insured is **entitled** to indemnity or compensation under any Workers Compensation legislation.



- (6) Charges which are not recommended and approved by the attending physician.
- (7) Any injury or disease which results **from** an act of war or hostilities of any kind.

**Co-Ordination of Benefits**

This Plan will pay either its regular **benefits** in full, or a reduced amount which, when added to the benefits available under the other **Plan**, or Plans, will equal **100%** of covered expenses.

**"Plan"** means any plan under which medical or dental benefits or services are provided by:

- (1) **Group** insurance or any other **arrangement** of coverage for individuals in a group whether or not insured, or
- (2) Any prepayment arrangement, or
- (3) Any coverage for students which is sponsored or provided through a school or other educational institutions.

**TERMINATION OF BENEFITS**

**Termination of Employment:**

In the event of **termination** of employment for any reason, benefits will cease on the date of termination of employment.

Workers' Compensation:

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Disabled employees on Workers' Compensation will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

Disabled employees on Weekly Indemnity will be eligible for benefits for up to 12 months after the date of disability.

Leave of Absence:

If you are on leave of absence, your insurance will be continued until the end of the month following the policy month in which the leave of absence starts.

Lay-off:

If you are laid off, your insurance will be continued until the end of the policy month following the policy month in which the lay-off starts.

Changes to Report:

It is necessary to notify your employer of any change in the number of dependents which will result in a change from one to another of the following classifications:

- (1) Employee without dependents
- (2) Employee with dependents

This information is necessary so that the Insurance Company can adjust your coverage accordingly.

Payment of Claims:

Your employer has the forms for submitting proof. When the form has been completed, return it to your employer.

Benefits will be paid promptly upon receipt of required proofs.

**APPENDIX "D"****ABITIBI-PRICE INC.****DENTAL CARE PLAN****ELIGIBILITY**

You, your spouse and your unmarried dependent children from birth to their **21st** birthday. Also, unmarried children **21** years of age and over who are regularly attending school and depend upon you for support are eligible as **dependents** until their **25th** birthday.

Any mentally **retarded** or physically handicapped child who was covered up to the maximum age shall remain covered beyond such age, provided the child upon reaching **the** maximum age and thereafter, is incapable of **self-sustaining** employment and relies upon the employee for support and maintenance.

**EFFECTIVE DATE OF BENEFITS****Employee:**

Your **benefits** are effective on the day following continuous employment for **90** working days, provided you are not absent from work due to disability, leave of absence or lay off. If you are away from work because of **disability**, leave of absence or lay-off on the date that **coverage** would otherwise become effective, benefits will not start until you return to work.

Dependent:

Benefits for your dependents are effective on the same date as your own. If you are single and later acquire a dependent, please notify your employer immediately, in order that your coverage **may** be changed.

If you already have dependent coverage under the Plan, any additional dependents will be automatically covered from birth.

**THE PLAN**

The Plan provides you and your eligible dependents with reimbursement of:

- (a) 100% of the cost of Class I covered expenses, and
- (b) Effective the first day of the month following ratification, 50% of the cost of Class II and Class III covered expenses based on the 1992 Provincial Dental Association Schedule of Fees; ~~(effective May 1, 1994~~ the 1993 Provincial Dental Association Schedule of Fees) (effective May 1, 1995 the 1994 Provincial Dental Association Schedule of Fees) (effective May 1, 1996 the 1995 Provincial Dental Schedule of Fees) (effective May 1, 1997 the 1996 Provincial Dental Association Schedule of Fees).

The maximum benefit per calendar year is \$1,000 per insured family member for Class I and II covered expenses. The lifetime maximum benefit is \$1,000 per insured family member for Class II covered expenses.

**COVERED EXPENSES**Class I Procedures.

Oral examinations, including scaling and cleaning of teeth

Topical application of sodium or **stannous** fluoride

Oral hygiene instruction

Dental X-rays

**Extractions**

Oral surgery, including excision of Impacted teeth

Amalgam, silicate and plastic composite fillings

Anaesthetics administered in connection with oral **surgery** or other covered dental services

injections of antibiotic drugs by the attending dentist

Treatment of periodontal and other diseases of the **gums and tissues** of the mouth

Endodontic treatment, including root **canal** therapy

Class II Procedures.

- Initial installation (including adjustments **after** 3 month::; following original insertion) of partial or full removable dentures to replace one or more natural teeth.

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- Replacement of an existing partial **or full** removable **denture** or the addition of teeth to an existing partial or full removable denture to replace **extracted natural** teeth, but only if evidence satisfactory to the Insurance Company is presented that the existing denture cannot be made **serviceable**.

Repair or relining of dentures

Class III Procedures

Orthodontic treatment, including correction of malocclusion

Services and supplies, in the case of each dental expense, must have been rendered and dispensed by a legally **qualified** dentist except that:

- (i) Cleaning or scaling of **teeth** may be performed by a licensed dental hygienist if such treatment is rendered under the supervision and direction of such dentist, and
- (ii) Installation, adjustments, repairs and relining of complete dentures may be made by a dental mechanic or **denturist** legally **practicing** within the scope of his license, but any charges in excess of the amount specified for such services and supplies in the dental mechanics' or **denturists'** tariff of the Province where such services and supplies are received will be disregarded.

**PRE-DETERMINATION OF BENEFITS**

Usually, before starting extensive dental work, your dentist will tell you what he intends to do and the charge. If the cost of a course of treatment planned by the dentist for a covered family member is expected to exceed **\$200**, the proposed course of treatment must be filed with, and approved by, the Insurance Company prior to the commencement of treatment.

The necessary forms are available from your employer. After reviewing the proposed course of treatment, the Insurance Company will **notify** both you and your dentist of the estimated payment **under** the Plan.

Because of the **difficulty** of determining **the** necessity for the types of **services** involved after treatment has been received, failure to file **and** obtain approval may result in benefits of a **lesser** amount than would otherwise have been payable.

**Occasionally** a patient may select a more expensive procedure rather than a suitable alternate procedure. In such cases, reimbursement will be based on the least expensive procedure which, as determined by the **Insurance** Company, will produce a professionally adequate **result**.

#### EXCLUSIONS

The Plan does not cover:

- Dental services not listed under 'Covered Expenses'
- Services not performed by a licensed dentist
- Any eligible expenses for which coverage is provided or available (or would be if the Plan was not in effect) under any insurance or other contract, plan or law
- Treatments received before the effective date of your benefits, or which commenced after lay-off or termination of employment
- Dental services performed primarily for **cosmetic** purposes
- Travel expenses to and from the place of treatment



Treatment brought about by conditions arising from war, riot or insurrection, or while serving in the armed forces of any country

**TERMINATION OF BENEFITS**

Termination of Employment:

In the event of termination of employment for any reason, benefits will cease on the date of termination of employment.

Workers' Compensation:

Disabled employees on Workers' Compensation will be eligible for benefits for up to 12 months after the date of disability.

Weekly Indemnity:

Disabled employees on Weekly Indemnity will be eligible for benefits for up to 12 months after the date of disability.

Leave of Absence:

Employees on authorized leave of absence will be eligible for benefits for 1 month.

Employees may continue their coverage after 1 month by paying the monthly premium.

Lay-Off:

Benefits will cease upon lay-off. In the event that an employee has a course of treatment approved by the Insurance company prior to the lay-off, that course of treatment will be covered under the plan.

HOW TO **CLAIM**

After you or one of your dependents have made an appointment with the dentist, obtain a claim form from your employer. The **completed** claim form should be returned to your employer, as soon as possible, for submission to the Insurance Company for processing.

In the event that the dentist demands payment from the claimant upon completion of treatment, it will be the **claimant's** responsibility to pay the **dentist** and then claim reimbursement from the Insurance Company. It will be necessary for the claimant to secure a completed claim form from the **dentist**.

APPENDIX "E"

ABITIBI-PRICE

TRADES PROMOTION PLAN

1. TRADES and CLASSIFICATIONS
  - (a) There shall be two rates of pay for painters, 'B' and 'A'.
  - (b) There shall be three rates of pay for mechanics' helpers, 'C', 'B' and 'A' except in the case of Painters' Helpers for whom there shall be one rate, 'A'.
  - (c) It is the sole right and responsibility of management to determine the number of mechanics and mechanics' helpers required to take care of mill repair and maintenance requirements satisfactorily.
  - (d) The Company agrees to promote qualified personnel from within before consideration is given to hiring tradesmen from the outside.
2. SCHEDULE OF RATES
  - (a) The schedule of rates for journeymen and helpers appears in the main wage schedule.
  - (b) No differential in rates between skills will be paid.

A journeyman machinist will be paid the same rate as a journeyman electrician, A journeyman electrician will be paid the same rate as a journeyman millwright, etc.

### 3. PROMOTION AND DEMOTION

- (a) Helpers who enter the maintenance departments after the signing of this agreement must have a minimum number of credits equivalent to Grade X technical or academic education, pass a mechanical aptitude test and must enter the departments through job posting.
- (b) A helper will remain at the "C" rate of pay for a period not exceeding six (6) months. During this period, his progress will be reviewed to determine if he can progress satisfactorily in the trade in which he is employed and if his progress is unsatisfactory he will be taken out of the maintenance department. If retained as a helper, he will be paid the "B" rate of pay for the following eighteen (18) months.
- (c) i) After serving for eighteen (18) months at the "B" rate of pay, the mechanical helper will be paid the 'A' rate of pay during the remainder of the time he is employed as a mechanical helper.
- ii) When a helper, who has qualified as a journeyman and is waiting for promotion, is directed to do the work of a journeyman on a temporary basis he will

be paid the journeyman rate while doing such work.

- iii) When a helper, who has not qualified as a journeyman, is directed to do the work of a journeyman on a temporary basis he will be paid the rate of the job on which the employee is substituting while doing such work. Helpers will be promoted to **"A"** journeyman when qualified and openings exist.
  - iv) The Company agrees to promote either the Helper or the Apprentice who has been first to qualify for the promotion in that trade.
  - v) **It is understood in all cases of temporary promotion that the senior helper, who has previously qualified or who is actively studying and progressing, in a particular trade, will be promoted.**
- (d) Effective the date on which the agreement on the Tradesman Promotion Plan is signed, the accumulation of service as helper may be built up through temporary employment as helper, counting all periods of temporary employment which are of not less than five (5) consecutive working days. Effective May 1, 1975, all service as a helper will be accumulated.
- (e) A helper may become a journeyman by:

- i) Successful completion of the Apprentice Training Program, or
- ii) Proving proficiency in his trade to the satisfaction of the Evaluation Committee after serving a minimum of seven (7) years in his particular trade. All of this service must have been with **Abitibi-Price** Inc. He must also have successfully completed a correspondence course equivalent to that presently being taken by apprentices and have passed all examinations set and marked by the correspondence school. The Company will supply a signed **Certificate** to each helper who meets these requirements.

The Company agrees that Helpers who entered **the** Tradesman Promotion Plan prior to April 30, 1969, will not be required to meet the conditions of the Plan in connection with the I.C.S. Course of Instruction in order to be eligible for promotion to Journeyman classification when vacancies occur, provided they meet all other conditions of the Tradesmen Promotion Plan.

However, when employees are promoted in compliance with the above provision, it is understood that for a **12-month** period they will be on probation. During this **12-month** period they will be

expected to prove their ability to perform all the duties of a Tradesman. Failure on the part of the employee to perform all the duties of a Tradesman within the specified 12-month period will automatically mean that they will be reverted to the 'A' Helper classification.

Where a mill has a Mechanical Bull Gang, the employee's service in the Bull Gang may be credited towards his Helper term, of service but in no case shall the credit exceed one year.

- iii) Helpers on the payroll, and those subject to recall as of April 30, 1963, may become journeymen by proving proficiency in their trade after serving a minimum of seven (7) years in that particular trade with Abitibi-Price Inc. subject to review by the Evaluation Committee.
- iv) A Helper must have accumulated the tools for his trade, at yearly intervals as specified in the 'Trade Apprenticeship' Plan, after he reaches the 'A' Helper rate of pay. In addition, he must use these tools as necessary to perform his work.
- v) During the last twelve (12) months spent in the Helper period the Helper shall be periodically assigned jobs in his own

trade, for a total time not to exceed ninety (90) working days.

- vi) A Committee consisting of the Mill Manager or his designated representative, the employee's superintendent and foreman will be established to evaluate the performance of each helper who has met the requirements outlined in Section e(i) to e(v) above.

The Employee Relations Superintendent will be present at Committee meetings to record the minutes of proceedings and to certify that the helper has fulfilled the time and technical training requirements for his trade, as outlined in Section e(ii) and e(iii).

Three representatives of the Union to which the employee belongs may be present during the evaluation meeting and may offer to the Committee any appropriate comments or assistance. In addition, the employee who is being evaluated may be present and may offer comments to the Union representatives.

The function of this Committee will be to assess the Helper's performance on the job and to advise him if he is qualified for promotion to journeyman status. If he



is not qualified for promotion, the reason will be explained at this time, In the event of disagreement, grievance procedure will apply.

The Committee will meet semi-annually about May 1st and November 1st.

It is understood that a Helper will be promoted to Journeyman only when and if a vacancy, exists. Once qualified for promotion a Helper will not be evaluated again, Helpers who fail to qualify for promotion will be evaluated semi-annually.

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vii) Correspondence courses for Helpers will be purchased under the **Abitibi-Price** Educational Assistance Plan but in the case of Helpers the refund will be **100%** of the net cost on successful completion of the course, providing the Helper is **enroled** after having completed his probationary period.

viii) The Company will provide study time with pay to Helpers under the following conditions:

-Helpers must be **enroled** in **the full I.C.S.** Apprentice course approved for their trade.

-Helpers must have satisfactorily completed 50% of the course on their own time and passed I.C.S. progress tests.

-Four (4) hours study time per week with pay will be provided for a maximum of 12 months for each of the last two sections of the course, each section amounting to 25% of the total number of lessons.

(f) Upon promotion to journeyman status, a helper will be paid the 'A' journeyman rate of pay. Upon promotion to the Painter classification, a Painter helper will be paid the 'A' Painter rate. Painter Helpers will be paid the "B" rate when spray painting.

(g) Notwithstanding Article 4.04, if the Company hires a journeyman mechanic, he may be terminated at any time in the first six (6) months of employment as a journeyman if he is not considered sufficiently qualified for advancement in his trade. Journeymen hired from outside the mill may be paid 'A' journeyman rate or paid probationary rates equal to the fifth year, first or second half, apprentice rates.

If hired at the first half, fifth year

probationary rate, they must be promoted to the second half fifth year rate after six (6) months and to the 'A' journeyman rate after one year.

- (h) In any case where a journeyman has not been promoted, for any reason, above the present "C" or "B" class, he will remain at a rate equal to either the fifth year, first or second half, apprentice rate, until the reason for his not having been promoted has been removed.

#### 4. NOTES

(a) Rates for leading hands, assistant foremen and foremen will have to be determined after examining the effect of the new rate schedule of 1948 on the earnings of the men who they supervise.

(b) This committee cannot appraise the degree of mechanical skill required or repair work done by the various operators across the Company but can only recommend that those occupations which are listed in the consolidated rate sheets of 1948 for the entire Company on page 4, sections headed Crane and Locomotives and Steam Operation and page 5 Miscellaneous be examined according to the following formula for electricians:

- (i) The Electricians whose work shifts are known as Motor Tenders, Motor Maintenance Men, Drive Operators, Tour Electricians, Shift Electricians, Sub-station Operators. Such men must fall into two classifications - Maintenance Men or Operators.
- (ii) **Shift** men to qualify as Mechanics must be able to do all repair work in a minor **breakdown without supervision** during their shift.
- (iii) Shift men whose duties are that of oiling, inspection and minor adjustments are to be classed as Operators, and their rates are not to be considered in the Tradesmen Promotion Plan.
- (iv) Mechanics employed in the following occupations on a full time basis will be classified and paid according to the class in which they fall in the new mechanics rate schedule:

Drill Hand	Saw Filer
Roll Grinder	Babbitt Man
Blacksmith	Bricklayer or Mason
<b>Tinsmith</b>	Head Oiler
Motor Mechanic	Fire Inspector
Tool Room Man	

(c) The above list will be modified at each Division to conform to the list in the present agreement at that Division.

5. The qualifications for helpers in the mechanical trades shall be as follows:

(a) Instrument Helper Class "C"  
The minimum educational requirements for this job shall be High School Graduation **or** equivalent. A helper will be in this class a maximum of **six** months, on probation, to determine if he has the qualifications for advancement and is a safe worker. If satisfactory, this man will be promoted to a Class **"B"** helper; if not satisfactory, the man will be removed from this class.

(b) Instrument Helper Class "B"  
A helper class **"B"** must be physically **fit** to carry out his duties effectively, and shall be expected to have sufficient mechanical aptitude for his trade and to have sufficient ability and educational

background to pursue successfully a program of instruction that will qualify him eventually as a journeyman Class 'A'. A Class 'B' helper must be willing to undertake some kind of instruction or training to obtain proficiency in his work and to have started to accumulate a number of tools required for his trade. A Class 'B' helper shall be expected to carry out routine jobs such as changing charts, cleaning pens, etc.

(c) Instrument Helper Class 'A'

A helper Class 'A' shall be expected to have a minimum of eighteen months experience as a Class 'B' helper; to have followed the requirements of Class 'B' helper and to have demonstrated to his superiors that he has the potential ability to become a journeyman Class 'A', and must have accumulated a number of tools required for his trade. He should know nut and bolt sizes, tubing and fitting sizes, be able to check simple level, temperature and pressure recorders.

(d) Mechanic Helper Class 'C'

A helper will be in this class a maximum of 6 months, on probation to determine if he has the qualifications for advancement, and is a safe worker. If satisfactory, this man will be promoted to

a Class **'B'** helper: if not satisfactory, the man will be removed from this class.

(e) Mechanic Helper Class **'B'**

A helper in Class **'B'** must be physically fit to carry out his duties effectively, and shall be expected to have sufficient mechanical aptitude for his trade, and to have sufficient ability and educational background to successfully pursue a program of instruction that will qualify him eventually as a journeyman Class 'A'. A Class **'B'** helper must be willing to undertake some kind of instruction or training to obtain proficiency in his work and to have started to accumulate a number of tools required for his trade.

(f) Mechanic Helper Class 'A'

A helper Class 'A' shall be expected to have a minimum of **eighteen** month's experience as a Class **'B'** helper; to have followed the requirements of Class **'B'** helper and have demonstrated to his superiors that he has the potential ability to become a journeyman Class 'A', and must have accumulated the number of tools required for his trade.

(g) Painter Helper

A painter helper shall be expected to be physically fit, to be able to climb and to work safely high above floors or ground,

to use cleaning equipment such as wire brushes, air hammers, electric hammers, hydro silica gun, etc., and to brush on paint as instructed.

6. The **qualifications** for mechanics shall be as follows:

(a) Machinist Class 'A'

A machinist Class "A" shall be expected to have had a minimum of five years' practical machine shop experience; to understand and to read drawings without supervision; to turn out satisfactory and efficient work on any standard type of machine shop machinetool; to grind and sharpen all classes of tools; to know from practical experience what fits are required for various uses; and to be first class bench hand.

(b) Millwright Class 'A'

A millwright, Class 'A' shall be expected to have had a minimum of five years' practical experience; to erect, line up and level any machinery normally used in the mill; to undertake the dismantling, repair and m-assembly of equipment, including equipment requiring accurate workmanship and to have **specialized** knowledge and experience of at least one class of equipment which will enable him to detect and locate any incipient



trouble and recommend corrections; to have a general knowledge of the functions of plant machinery and be able to detect and repair defects which develop; and he must understand thoroughly the safe methods of handling heavy objects and be able to use safe types and sizes of slings or other equipment for lifting them; to read and understand drawings without supervision; to know from practical experience what fits are required for various uses, including anti-friction bearings; to understand and to be responsible for provision of proper oil distribution and sealing in bearings and other moving parts; and to be capable of leading other millwrights in repair or installation work under the general supervision of a Foreman.

(c)

Carpenter Class 'A'

A carpenter Class 'A' shall be expected to have a minimum of five years' practical experience; to use, sharpen and care for the tools of his trade; to set up and operate wood-working machine tools in the shop and to sharpen the cutters for these tools; to identify the different species of wood and know their normal uses and characteristics; to be able to use substitutes for ordinary wood; to be able to fabricate all forms and any

objects made from wood and normally required for the paper manufacturing process; to be able to build scaffolds in accordance with the Provincial Labour Code; to be able to do every kind of cabinet making required in the mill; to read and understand drawings without supervision and to be capable of leading other carpenters in repair or installation work.

(d)

Tinsmith Class 'A'

A tinsmith Class 'A' shall be expected to have a minimum of five years' experience; to read and understand drawings without supervision; to lay out and develop surfaces and patterns; to use all the tools of his trade in an efficient and accurate manner and to form all types of sheet metal to the working limits of the equipment provided in the shop; to have a working knowledge of the principles of design for heating and ventilating ductwork; and to be capable of leading other tinsmiths.

(e)

Pipefitter Class 'A'

A pipefitter Class "A" shall be expected to have a minimum of five years' practical experience; to use all the tools of his trade in an efficient and effective manner; to perform skilfully all operations required in the installation, and

maintenance of any pipe system normally required in a paper mill so as to ensure reliability of service and economy of materials; to have a working knowledge of pumps, **syphons**, injectors, automatic valves and gauges; and to understand thoroughly the safe methods of handling heavy objects and be **able to** use safe types and sizes of slings or other equipment for lifting them; to have a good working knowledge of the services and locations of the pipe lines in the mill so as to be able to isolate quickly any broken or leaking pipes; to understand and read drawings without supervision; to undertake any job himself; and to be capable of leading other pipefitters under the general **supervision** of a Foreman,

(f)

Painter Class 'B'

A painter Class **'B'** shall be expected to have a minimum of two years' experience as a helper or as a painter in an outside **organization**; to be able to rig stagings; to have a fair knowledge of ropes, knots and tackle; to use paint guns effectively and do brush work: to care for all the tools of his trade, such as brushes, guns, hoses, hammers, etc., to conserve their life; to understand and be able to use paint removers, primers, fixatives, protective coatings for mill

work; and to be able to glaze windows.

- (g) Painter Class 'A'  
In addition to fulfilling all the requirements of painter, Class **'B'**, a painter Class 'A' shall be expected to have had a minimum of four years' practical experience: to be able to do all types of interior decorating in offices or houses; to have a working knowledge of pigments, vehicles, oil thinners, dryers, mixing paints and colours, theory of paint colour, formulas for paint covering, capacities, **graining**, staining, sanding, painted work, **calcimining**, fuming, filling, varnishing or wax finishing; and to be capable of leading other painters under the general supervision of a Foreman.
- (h) Welder Class 'A'  
A welder Class "A" shall be expected to have completed a **recognized** training course and to have had a minimum of five years' practical experience: to have a thorough knowledge of the principle of making a good weld; to have a working knowledge of the welding code; to **recognize** different metals and select the right procedure for welding each of them; to plan and carry out each job with the least possible expenditure of time and material; to secure good fusion and thorough penetration on every weld; to

test his own work, **recognize** defects and overcome them; to read **working** drawings and work to **specifications** called for to fabricate all classes of welded structures; to do electric arc as well as acetylene weldings and burning, lead burning, sweating, brazing, hard surfacing, etc., vertical overhead or in any position; and to hold a certificate or license for electric welding and/or oxyacetylene welding under prevailing Provincial Regulations or the equivalent permitting him to carry out welding on pressure vessels and piping up to pressure levels required for mill equipment.

(i)

Instrument Mechanic Class 'A'

An instrument mechanic **Class 'A'** shall be expected to have had a minimum of five years' experience in instrumentwork. He must be able to **dismantle**, repair and assemble all common types of instruments, including pneumatic, electric and electronic and other such types as may be used for indicating, recording, or controlling process variables; to be able to adjust recording and/or controlling instruments to give optimum **results**; to own such tools as are necessary for this work. He must be capable of leading other instrument mechanics, helpers and apprentices in instrument preventive

maintenance, calibration, repair and installation: to read working drawings without supervision and wiring diagrams after details have been explained; to teach junior men the skills and knowledge of the trade, to be familiar with new instruments as installed in the mill; to follow planned schedules of inspection and maintenance of all meters and instruments; to be a safe worker and to perform such other related duties as may be assigned from time to time.

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APPENDIX "F"ABITIBI-PRICE INC.APPRENTICESHIP PLAN

Abitibi-Price Inc. as part of its employee development program, has established an apprenticeship system. In it, a carefully selected young man, interested in one of the trades practised in our mills, is given work experience by varied shop and mill assignments, and must complete a suitable course of instruction in drafting, blueprint reading and related theory. By so developing tradesmen, Abitibi-Price prepares replacements for future retirement of its skilled older journeymen, while offering to some of its employees an opportunity to develop and increase their skill and knowledge by learning a trade. By being thus assured of an adequate supply of skilled tradesmen, the Company is better enabled to maintain its equipment in proper shape for efficient production.

**2. REQUIREMENTS**

- (a) An applicant for apprenticeship must be at least 17 years of age. Individuals employed by the Company as Mechanic Helpers will be considered for apprentice training provided they have met all the other requirements.

- (b) An applicant for apprenticeship must have a secondary school graduation diploma or equivalent.
- (c) A graduate of a 4 year Science, Trades and Technology course (who has **specialized** in the trade in which he is to be apprenticed) shall be granted one year's standing on his term of apprenticeship.
- (d) A graduate of a three year course at a College of Applied Arts and Technology or similar institution (who has **specialized** in the trade in which he is to be apprenticed) shall be granted two years standing on his term of apprenticeship.
- (e) Time allowances for completion of various Government trade school courses or combination of courses will be 6 to 24 months depending on agreements reached with the approval of Provincial Apprenticeship Boards and Trade School authorities,
- (f) Preference will be given to present employees who desire to become apprentices and meet the above-listed requirements.



**3. SELECTION**

- (a) All applications for apprenticeship are to be sent to the Human Resources Department.
- (b) Senior applicants meeting the minimum requirement under the provisions of the Plan will be given preference.
- (c) Prior to commencing the trade apprenticeship, the successful applicant will be thoroughly **familiarized** as to the Terms of Apprenticeship. He will then be required to sign an Apprenticeship Indenture (and if under the age of **18** co-signed by parent or guardian) certifying that he has read, understands, and agrees to all the terms and conditions of the Trade Apprenticeship of **Abitibi-Price Inc.**

**4. TERMS OF APPRENTICESHIP**

- (a) The period of Apprenticeship will **be four (4)** years, divided into 8 periods, each of six **(6)** months duration. After graduation, if retained, an apprentice will automatically proceed over a one **(1)** year period to journeyman status, as indicated in the Apprentice 'Rates of Pay'.

- (b) Technical training pertaining to the trade will be provided by:
  - i) Whenever possible, through attendance at government trade schools. In such cases the number of hours of technical training an apprentice receives shall be determined by the authorities in charge of the trade school.
  - ii) If suitable government trade school training is not available, four hours per week of the apprenticeship term will be allowed for classroom instruction or correspondence course study.
- (c) The first period shall be considered entirely a probationary period and his continuance as an apprentice depends upon ability, progress and attitude as demonstrated during this trial period.
- (d) Where technical training cannot be taken at a trade school because suitable courses are not available, correspondence courses in the related subjects will be used. Courses will be purchased under our Educational Refund Plan but in the case of an apprentice the refund for this course will be 100% of the net cost on successful completion of the course. The Employee Relations Department will review course content for

the various trades as provided by the government trade schools and if additional technical training is considered necessary, an apprentice may be required to take a correspondence course as well as attend a trade school.

- (e) Except as indicated in sub-section (d) above, when an apprentice receives his technical training at a government trade school, he will not be **enroled** for a correspondence course and will not be allowed time for study during his regular hours of work. However, any employee who is already **enroled** for a correspondence course shall complete such course under the conditions contained in this agreement.
- (f) After an apprentice has completed his required correspondence course, all remaining study time, allowed on the basis of four hours per week, will be available to him for further approved technical training, if he so desires.
- (g) To be eligible for advancement at the end of any six month period, an apprentice must have completed his shop work to the satisfaction of the shop management, his technical training to the satisfaction of the trade school, or In the

case of a correspondence course he must have submitted the required number of lesson assignments and have satisfactory grades on those returned.

- (h) An apprentice who does not qualify for advancement at the end of any ~~six~~ month period shall be considered as re-entering upon a trial period, and shall be notified as to the nature of his unsatisfactory work by his immediate supervisor. If he does not qualify after three additional months, he shall be dropped from the apprentice course.
  
- (i) A helper may apply for entry into the apprentice plan. If he is accepted into the plan, an assessment of his skill and knowledge shall be made by the Apprentice Committee for which he may be given credit towards the apprenticeship time to be served. This credited time shall not exceed fifty percent of the applicant's service as a helper in the respective trade, and in no case shall it exceed two years. When a helper enters the plan he shall be paid the apprentice rate stipulated for that particular period in which he enters. When a helper on the payroll at April 30, 1963, enters the plan with an hourly rate in excess of that paid for the apprentice period for which he has been accepted,

his rate will not be reduced for an increase will be granted until his apprentice period rate catches up.

- (j) Tools are essential for tradesmen, At the **12, 24, 36** and **48** month completion points of the training program the apprentice will be required to **submit** proof to the Apprentice Committee that he owns and has in his possession a pm-determined list of tools, Before graduation from the training program complete list of tools will be checked against the tools owned. Tools may be purchased through the Company at cost using normal Company procedure.
- (k) Rotation in the various trades for apprentices must be completed prior to the commencement of the last six months an apprentice spends in the plan.
- (l) During the last six months of his apprenticeship period the apprentice will be periodically assigned jobs in his own trade.
- (m) **Abitibi-Price** Inc. does not guarantee employment upon completion of apprenticeship, but will endeavour to place the graduates in tradesmen's jobs.

- (n) The Company will reimburse apprentices who attend a government trade school for the full cost to the employee (i.e. less any contribution made by a government agency) of required text books, upon successful completion of the course.
- (o) For those apprentices who must live away from home to attend a government trade school, the company will provide a living allowance supplement of **\$300.00** per week less any comparable allowance from any government agencies.

## 5. GENERAL

### (a) Helpers

The accepted way to become a tradesman will be by the apprentice route: however, the alternative route outlined in the Trades Promotion Plan may be followed.

- (b) Apprentice training does not mean the replacement of helpers as they will always be needed as such, but it does mean that the main source of our future **tradesmen** will be through apprenticeship.

**6. APPRENTICE COMMITTEE**

- (a)** An Apprentice Committee will be formed in each mill composed of the Manager or his representative, and appointed representatives from the following: engineering department, electrical department, mechanical department, personnel department and the **Unions** or Union concerned. This Committee will deal with such things as: checking on course **coverage**, progress of apprentices and solving of problems that may arise. The Unions will be advised how many management representatives will attend each meeting and the Unions will be entitled to an equal number of representatives in total.
- (b)** The final selection of an apprentice shall be done by the Apprentice Committee. The Union representatives on this Committee while it is selecting an apprentice may offer any appropriate comments or suggestions.

**7. RATIO OF APPRENTICES TO MECHANICS**

- (a)** During the next ten years the ratio of apprentices to mechanics retiring will depend on the work load of the mill. Mechanics will continue to come from both helpers and apprentices.

**8. WORKING CONDITIONS**

- (a) In general, an apprentice will not be asked to work overtime except in exceptional cases and then he will not be left on the job alone; a journeyman will work along with him. An apprentice must comply with all the rules and regulations applicable to the department in which he serves.

**9. SPECIAL WORK**

- (a) When a special job comes up, the apprentice in the department concerned will be given an opportunity to work wherever possible with the crew on the job.

**10. CERTIFICATE**

- (a) The Company will supply a signed certificate to each apprentice on completion of his apprenticeship. In addition, where applicable, a Certificate of Apprenticeship shall be presented by the Provincial Department of Labour to each apprentice who is registered with the Department and who completes his apprenticeship.



## 11. SENIORITY

- (a) When a man transfers from some other job to the status of an apprentice in one of the mechanical trades, he shall maintain his seniority in the job from which he transferred for a period of 6 months. Following such probationary period, his seniority shall develop exclusively within the mechanical group to which he transferred. If, when the period of apprenticeship (4 years) is served there is a vacancy for a journeyman in the trade for which the apprentice is qualified, he will be retained and will be granted 2 years' seniority as a journeyman **and** will become eligible for promotion in accordance with the Tradesmen Promotion Plan.

## 12. RATES OF PAY

- (a) The schedule of rates **for** apprentices appears in the main wage schedule.
- (b) When an apprentice is attending a trade training course at a Government Trade School, the following pay arrangements will apply:
- i) The apprentice may receive a weekly training allowance from the Provincial

Department of Labour or the Federal Manpower Office while attending school. The Company will supplement this allowance to provide the apprentice with a total weekly income equal to **forty (40)** times his regular hourly rate of pay. Calculation of the Company's portion will be based on the Government allowance for an apprentice who is able to live at home while attending the Trade School.

- ii) If the apprentice is required to live away from home in order to attend a trade training course, he will receive the Company pay supplement referred to above, in addition to any increased allowance paid by the Department of Labour to a trade trainee living away from home.
- iii) Payment of supplementary pay will be made on regular pay days. To receive this pay the apprentice must maintain satisfactory attendance and performance records at school during his trade training course.
- iv) The Company will provide for foregoing **weekly** pay supplement for the number of weeks normally required to complete trades training courses. Should an apprentice be required to spend more than the normal number of weeks to

complete a course he will not receive Company pay during the **additional** time in school.

- v) An apprentice's entitlement to Vacation with Pay, Statutory Holiday Pay, Sick Leave and Bereavement Leave will not be affected by his attendance at a Trade School, nor will his **participation** in any employee welfare plans in which he is **enrolled**. Permission of the school authorities must be obtained for all absences.

13. LOSS OF WORKING TIME

- (a) An apprentice may lose up to a maximum of thirty **(30)** scheduled working days due to sickness or accident, during his four year term of apprenticeship, without having to serve additional time. Extension of the term of apprenticeship will be considered by the Apprentice Committee in the event that an apprentice loses more than thirty **(30)** working days.

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APPENDIX "G"

ABITIBI-PRICE INC.  
WAGE SCALE

DEPARTMENT AND CLASSIFICATION

	JCP C l a s s	May 1, 1993	May 1, 1994	May 1, 1995
<u>WOODHANDLING</u>				
Foreman	0	21.34	21.55	21.88
Crane Operator	12	20.69	20.90	21.21
Proto Crane Oper.	12	20.69	20.90	21.21
Sawyer	10	20.15	20.35	20.66
Hyd. Unloader Oper.	9	19.84	20.04	20.34
TSL Yard Unloader	9	19.84	20.04	20.34
Caterpillar 235	9	19.84	20.04	20.34
Slasher Relief Man	9	19.84	20.04	20.34
Machine Operator	7	19.40	19.59	19.89
Chip Handler	6	19.15	19.34	19.63
Bark Handler	5	18.93	19.12	19.41
Truck Driver Yard	5	18.93	19.12	19.41
Conv. Oper. Reclaim.	2	18.25	18.43	18.71
Cleaner	1	18.05	18.23	18.50
<u>WOODROOM</u>				
Foreman	0	21.59	21.81	22.13
Bark Press Oper.	6	19.15	19.34	19.63
Knife Changer	5	18.93	19.12	19.41
Drum Barker Oper.	4	18.68	18.87	19.15
Utility Man	4	18.68	18.87	19.15
Sorter (Sorting Table)	2	18.25	18.43	18.71
Chipper Feeder	2	18.25	18.43	18.71

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May</u>	<u>May 1,</u>	<u>May</u>
	<u>C l a s s</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
Conveyor Oper. #109	2	18.25	18.43	18.71
Conveyor Oper. #101	1	18.05	18.23	18.50
Cleaner	1	18.05	18.23	18.50
Foreman	0	22.19	22.41	22.75
Stock Controller	16	21.87	22.09	22.42
Screenman	9	19.84	20.04	20.34
Grinderman	5	18.93	19.12	19.41
Super Hyd. Grinder				
Charger	2	18.25	18.43	18.71
Cleaner (Longwood)	2	18.25	18.43	18.71
Cleaner	1	18.05	18.23	18.50
<u>SULPHITE</u>				
Cook	<b>0</b>	23.04	23.27	23.62
High Yield Oper.	<b>14</b>	21.25	21.46	21.78
Acid Maker	<b>12</b>	20.69	20.90	21.21
High Yield Helper	<b>7</b>	19.40	19.59	19.89
Utility Man	<b>6</b>	19.15	19.34	19.63
Cook's Helper	<b>5</b>	18.93	19.12	19.41
Burnerman	<b>2</b>	18.25	18.43	18.71
Chip Tanks	<b>2</b>	18.25	18.43	18.71
<u>MIXING ROOM</u>				
Mixing Man	<b>10</b>	20.15	20.35	20.66
Broke Beaterman	<b>2</b>	18.25	18.43	18.71

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May 1,</u>	<u>May 1,</u>	<u>May 1,</u>
	<u>C l a s s</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<u>FINISHING ROOM</u>				
Foreman	a	22.60	22.83	23.17
Warehouse Co-Ord	10	20.15	20.35	20.66
Dispatcher	10	20.15	20.35	20.66
Weigher Operator	9	19.84	20.04	20.34
Asst. Operator		19.40	19.59	19.89
Trucker	6	19.15	19.34	19.63
Checker	5	18.93	19.12	19.41
Crimper Pressman	5	18.93	19.12	19.41
Car Liner	3	18.47	18.65	18.93
Cleaner	3	18.47	18.65	18.93
<u>CORE ROOM</u>				
Headman	0	21.61	21.83	22.15
Assistant Headman	6	19.15	19.34	19.63
Core Man (Nights)	6	19.15	19.34	19.63
Trucker (Core Del'y)	5	18.93	19.12	19.41
Core Handler				
(Head Man)	3	18.47	18.65	18.93
Core Unloading	3	18.47	18.65	18.93
Temp. Core Handler	2	18.25	18.43	18.71
Labourer Casual		18.05	18.23	18.50
<u>STEAM PLANT</u>				
Head Fireman	0	25.02	25.27	25.65
Gas Repairman				
2nd Class	18	22.49	22.71	23.06
Fireman 1st Class	0	22.12	22.34	22.67
Fireman 2nd Class	0	22.07	22.29	22.62

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May</u>	<u>May 1,</u>	<u>May</u>
<u>C l a s s</u>	<u>1993</u>	<u>1994</u>	<u>1994</u>	<u>1995</u>
Fireman. 3rd Class	16	21.87	22.09	22.42
Heating 2nd Class	0	20.04	20.24	20.54
Heating 3rd Class	0	19.99	20.19	20.49
Heating 4th Class	9	19.84	20.04	20.34
Pumpman (Town Water)				
2nd Class	0	19.84	20.04	20.33
Pumpman 3rd Class	0	19.79	19.99	20.28
Pumpman 4th Class	0	19.74	19.94	20.23
Pumpman - No Cert.	8	19.64	19.84	20.13
Fireman's Helper				
Water Tender 2nd Cl.	0	19.84	20.04	20.33
Fireman's Helper Water				
Tender 3rd Cl.	0	19.79	19.99	20.28
Fireman's Helper Water				
Tender 4th Cl.	0	19.74	19.94	20.23
Fireman's Helper Water				
Tender No Certificate	8	19.64	19.84	20.13
Filter Tester (2nd				
Fireman) 2nd Class	0	19.60	19.79	20.09
Filter Tester 3rd Cl.	0	19.55	19.74	20.04
Filter Tester 4th Cl.	0	19.50	19.69	19.99
Filter Tester No Cer.	7	19.40	19.59	19.89
Utility Man	5	18.93	19.12	19.41
Fireman's Helper				
No Cert.	4	18.68	18.87	19.15
Woodex Operator				
4th Class	0	18.78	18.97	19.25
Woodex Operator				
3rd Class	0	18.83	19.02	19.30

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	May 1,	May 1,	May 1,
	<u>Class</u>	1993	1994	1995
Woodex Operator	4	18.68	18.87	19.15
Coal Crusher & Con.				
No Certificate	4	18.68	18.87	19.15
Coal Handlers	3	18.48	18.66	18.94
Sweeper 2nd Class	0	18.25	18.43	18.70
Sweeper 3rd Class	0	18.20	18.38	18.65
Sweeper 4th Class	0	18.15	18.33	18.60
Sweeper No Cert.	1	18.05	18.23	18.50
Fire Inspector	11	20.44	20.64	20.95
Fire Watch	1	18.05	18.23	18.50

Steam Plant employees holding a certificate of a class higher than required for the job performed will receive an hourly premium of 25 cents for a first class certificate, 20 cents for a second class certificate 15 cents for a third class certificate and 10 cents for a fourth class certificate.

Incentive rates more generous than the above will be red circled for incumbents as of May 1, 1986.

To receive this premium the employee must be prepared to accept promotion.



DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May</u>	<u>May</u>	<u>May 1,</u>
	<u>C l a s s</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<u>MILL SECURITY &amp; SANITATION</u>				
Yard Watchman	3	18.47	18.65	18.93
Cleaner	1	18.05	18.23	18.50
<u>CONTROL TESTERS</u>				
Special Tester	5	18.93	19.12	19.41
Sulphite Tester	4	18.68	18.87	19.15
Freeness Tester	4	18.68	18.87	19.15
<u>MILL RAILWAY SWITCHING</u>				
M.R.S. Foreman	0	21.22	21.43	21.75
Train Conductor	10	20.15	20.35	20.66
Locomotive Engineer				
No Cert.	9	19.84	20.04	20.34
Brakeman	6	19.15	19.34	19.63
Sr. Sectionman	6	19.15	19.34	19.63
Sectionman	2	18.25	18.43	18.71
<u>YARD</u>				
Foreman	0	24.61	24.86	25.23
Motor Mechanic "A"	0	23.42	23.65	24.01
Crane Oper. Cert.	14	21.25	21.46	21.78
Assistant Foreman	9	19.84	20.04	20.34
Front End Loader				
Backhoe Oper.	7	19.40	19.59	19.89
Grader Operator	7	19.40	19.59	19.89
Bulldozer Operator	6	19.15	19.34	19.63
Truck Driver Mail				
Delivery	5	18.93	19.12	19.41

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May</u>	<u>May</u>	<u>May</u>
	<u>C l a s s</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
Front End Loader (Michigan)	5	18.93	19.12	19.41
Crane Operator Helper No Certificate	5	18.93	19.12	19.41
Truck Driver Yard	5	18.93	19.12	19.41
Truck Driver (Tandem/Boom)	5	18.93	19.12	19.41
Trucker Ash Handler	4	18.68	18.87	19.15
Labourer/Penthouse	4	18.68	18.87	19.15
Labourer/Ash Hand.	3	18.47	18.65	18.93
Coal Handler	3	18.47	18.65	18.93
Labourer	1	18.05	18.23	18.50
Machine Shop Cleaner	1	18.05	18.23	18.50
Carrylift Operator (Pettibone)	7	19.40	19.59	19.89
<u>MILL STORES</u>				
Storesman	a	19.15	19.34	19.63
Stores Trucker	4	18.68	18.87	19.15
Stores Labourer	1	18.05	18.23	18.50
<u>MECHANICAL OILERS</u>				
Oiler Asst. Foreman	0	23.66	23.90	24.26
Asst. Boss Oiler	15	21.52	21.74	22.06

DEPARTMENT AND CLASSIFICATION

<u>JCP</u>		<u>May 1,</u>	<u>May 1,</u>	<u>May 1,</u>
<u>Class</u>		<u>1993</u>	<u>1994</u>	<u>1995</u>
<u>CLASSIFICATIONS</u>				
Utility Gen. Oil.- 1	11	20.44	20.64	20.95
Utility Gen. Oil.- 2	10	20.15	20.35	20.66
No. 1-7 & 8 PM Oiler	10	20.15	20.35	20.66
Utility Oiler	7	19.40	19.59	19.89
Gwd. Utility Oiler	7	19.40	19.59	19.89
Utility Oiler -Slasher	6	19.15	19.34	19.63
Groundwood Oiler	6	19.15	19.34	19.63

Schedule of Mechanical Rates

Applying to such journeymen positions as Machinist, Roll Grinder, Welder, Blacksmith, Tinsmith, Babbittman, Pipefitter, Pipe Insulator, Millwright, Carpenter, Saw Filer, Screen Coverer, Steam Plant Repairman and their Helpers.

JOURNEYMAN

"A"	0	23.42	23.65	24.01
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MECHANICAL HELPERS

"A"	0	19.09	19.28	19.57
"B"	0	18.77	18.96	19.24
"C"	0	18.45	18.63	18.91

PAINTERS

"A"	0	22.40	22.62	22.96
"B"	0	19.54	19.74	20.03
HELPER "A"	0	19.04	19.23	19.52

Spray Painting: Painter Helpers when spray painting will receive the "B" Painters' rate.

OCCUPATIONS WITH RATES

NOT ON SCHEDULE

Pipefitter Foreman 0	25.47	25.71	26.07
Instrument Sh. Fore. 0	25.47	25.71	26.07
Painter Foreman 0	24.12	24.36	24.73
Metal Sh. Asst. Fore. 0	24.52	24.76	25.12
Machine Sh. Asst. Fore 0	24.52	24.76	25.12
Welder Asst. Fore. 0	24.52	24.76	25.12
Pipefitter Asst. Fore. 0	24.52	24.76	25.12
Millwright Asst. Fore. 0	24.52	24.76	25.12
Roll Grinder #8 P.M. 0	23.71	23.95	24.31
Slitter Grinder 0	21.80	22.02	22.35
Cement Finisher 0	19.88	20.08	20.38

DEPARTMENT AND CLASSIFICATION

	<u>JCP</u>	<u>May</u>	<u>M a y 1,</u>	<u>May</u>
	<u>Class</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
Cement Mixer Man 0		18.52	18.71	18.99
Shift Millwright 0		23.97	24.21	24.57
Using Air Tools 0		18.44	18.62	18.90
Labourer - Gas buggy 0		18.39	18.57	18.85
Asst. Foreman				
(Labour) 11		20.44	20.64	20.95
Electric Truck Oper. 7		19.40	19.59	19.89
Senior Labourer 5		18.93	19.12	19.41
Labourer 2		18.25	18.43	18.71

NOTES:

1. Pipefitter Foreman and Instrument Foreman hourly rates are calculated based on the "A" Shift Tradesman rate plus \$1.50.
2. Trades Flexibility Rates - Day Workers
  - Tradesmen Class "A" and above \$.50 per hour
  - Tradesmen Class "B" and above \$.25 per hour
  - Tradesmen Class "C" and above \$.15 per hour
3. An additional \$.50 per hour.
4. Shift Journeyman Rate -The Application of this rate will be in accordance with the provisions outlined in Article 33.

DEPARTMENT AND CLASSIFICATION

<u>JCP</u> Class	<u>May 1,</u> 1993	<u>May 1,</u> 1994	<u>May 1,</u> <u>1995</u>
<u>APPRENTICE RATES</u>			
FIRST YEAR			
First Half	1 8.05	18.23	1 8.50
Second Half	18.05	18.23	18.50
SECOND YEAR			
First Half	18.64	18.83	19.11
Second Half	19.24	19.43	19.72

THIRD YEAR			
First Half	19.83	20.03	20.33
Second Half	20.43	20.63	20.94
FOURTH YEAR			
First Half	21.02	21.23	21.55
Second Half	21.62	21.84	22.16
FIFTH YEAR			
First Half	22.22	22.44	22.78
Second Half	22.82	23.05	23.39
SIXTH YEAR			
Journeyman 100%			
"A" Rate	23.43	23.66	24.02

The Apprentice Rates are calculated on the difference between the Base Rate and the Journeyman "A" Rate divided in nine steps.

The step formula rates will be updated to reflect changes whenever the effective "Base Rate" and/or effective "Journeyman "A" Rate" are changed.

PE = Pending Evaluation

APPENDIX "H"

CONTINUOUS OPERATION  
IROQUOIS FALLS, FORT **WILLIAM**  
THUNDER BAY, AND **BEAUPRE DIVISIONS**

THE FOLLOWING SUPPLEMENT WILL  
FORM PART OF THE COLLECTIVE  
AGREEMENT WHEN CONTINUOUS  
OPERATION IS IMPLEMENTED

When implemented in individual mills - **\$.15** per hour.

**CONDITIONS**

1. One additional Statutory Holiday to **be** Easter Sunday.
2. It is agreed that if operation of a paper machine or paper **machines** is scheduled for 4 or more consecutive weeks of continuous operation, **a 7-day** swing will be installed provided an average work week of **42** hours and the **6th** day of work necessitated under such schedule will be paid at straight time rates. Men at the bottom will be laid off on reverting back to **6-day** operations. Schedules, hours of work and working conditions **will** be discussed and agreed upon prior to implementation,

Provision is provided for the **discussion** of schedules prior to **implementation** of **7-day**

operation. ~~If the~~ Locals choose a **40-hour** schedule this can be arranged, **although** it is not in our opinion as desirable for the employees ~~as~~ the **7-day** swing schedule, **if** the **7-day** swing is chosen then payment is on the basis of the **42** hour averaging basis.

3. **If** any one news machine In any one mill goes on continuous operation it Is understood other newsprint ~~mills~~ must work a minimum of 5 full days per week.

#### STATEMENT OF POLICY

**It** is not the Company's intention to operate a paper machine on a **continuous basis** while other operable machines in a mill are operated at less than 6 days per week.

4. Every effort will be made to maintain existing vacation schedules.
5. A **\$.03** per hour adjustment will be granted to all tradesmen and other employees listed in Appendix 'A' of the Memorandum of Settlement on the implementation of continuous operation in an individual mill.
6. The present call-in clause will be changed to provide 6 hours minimum on Sundays and statutory holidays.



7. For emergency shutdowns of **24** hours or less (includes the shift in which the shutdown occurs and the two shifts following) and all normal shutdowns occasioned by normal clean-up, clothing changes and scheduled normal maintenance, operating crews will be **provided** with work and will be paid at the rate of their regular occupation. Employees will be expected to do work assigned. Tour workers may be scheduled to work with day crews **during** these shutdowns and **if** so scheduled **will** work day work hours.
  
8. The work week shall commence at midnight Saturday or **8:00 a.m.** Sunday whichever **is** applicable. During any work week in which a paper machine operates on Sunday the crew putting on wires during that work week will receive 6 hours wire pay and 2 hours gay will be deducted from the regular hours of work.

APPENDIX "I"**ABITIBI-PRICE INC.  
IROQUOIS FALLS DIVISION****STATEMENTS OF COMPANY POLICY  
1968 NEGOTIATIONS****(a) Heat and Noise**

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At all **its** Divisions the Company has been taking concrete steps to overcome the problem of **heat**. This program, which has involved large sums of money, has included closed hoods **on many** machines, new and larger air supply and exhaust fans in many areas, and modern ventilation in all building extensions. It is the Company's intention to extend this program as conditions permit and money becomes available in a continuing effort to overcome the problems of excessive heat,

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With respect to noise, the Company is desirous of promoting a program to reduce the incidence of hearing loss resulting from exposure to noise. This program will include the periodic audiometric testing of employees so that any reduction in hearing ability can be discovered.

The Company will **provids** protective devices and solicits the cooperation of the Union in encouraging the wearing of such protective devices by all employees working in noisy areas. The Company will continue its present practice when installing

new equipment of purchasing only that equipment which is designed in a way as to keep noise to a reasonable level.

(b) Contracting Out

*da* Company policy is to do repair and maintenance work with our own crews. Contracting out will be kept to a minimum and the Union concerned will be advised in advance of Company plans in this regard.

(c) Minutes of Meetings

The Company has no objection to the Union recording its own minutes and the Company will provide the Local Union with a statement of the understandings and disposition of questions raised at meetings with the Mill Managers.

(d) Saturday Maintenance

It is Company policy to keep maintenance to a minimum on Saturday. Scheduling of paper machines depends on customer requirements. When on short time every effort will be made to start up not later than Tuesday, 8:00 a.m.

APPENDIX "J"

ABITIBI-PRICE INC.

MILL RAILWAY SWITCHING OPERATIONS

(a) HOURS OF WORK

Hours of work may be changed at the request of the Company to meeting train and work schedules, provided that the employee concerned is notified twenty-four (24) hours in advance and eight (8) hours of work is provided during the alternate designated hours of work. When an employee is required to work on his scheduled or designated day or days off he shall be paid for all hours worked on such day or days at an overtime rate of one and one-half the straight time rate.

DAYS OFF

Clause 13(a) of agreement to which this rider is attached applies.

(b) ENGINE SERVICE AND CREWS

It is understood that locomotive and locomotive crane engineers are to receive thirty (30) minutes at the start of their tour of duty to prepare engine for service.

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